

DESIGNATED CLASSIFIED INFORMATION NONDISCLOSURE AGREEMENT

An Agreement Between FOX, JAMES M. and the United States
(NAME PRINTED OR TYPED)

1. Intending to be legally bound, I hereby accept the obligations contained in this Agreement in consideration of my being granted access to information protected within Special Access Programs designated as 261, hereinafter referred to in this Agreement as Designated Classified Information. I have been advised that Designated Classified Information is classified under the standards of Executive Order 12356 or other Executive Order or Statute. I understand and accept that by being granted access to Designated Classified Information special confidence and trust shall be placed in me by the United States.

2. I hereby acknowledge that I have received a security indoctrination concerning the nature and protection of Designated Classified Information, including the procedures to be followed in ascertaining whether other persons to whom I contemplate disclosing this information have been approved for access to it, and I understand these procedures. I understand that I may be required to sign an appropriate acknowledgment upon being granted access to each category of Designated Classified Information. I further understand that all my obligations under this Agreement continue to exist with respect to such categories whether or not I am required to sign such an acknowledgment.

3. I have been advised that direct or indirect unauthorized disclosure, unauthorized retention, or negligent handling of Designated Classified Information by me could cause irreparable injury to the United States or be used to advantage by a foreign nation. I hereby agree that I will never divulge such information to anyone who is not authorized to receive it without prior written authorization from the United States Government department or agency (hereinafter Department or Agency) that last authorized my access to Designated Classified Information. I further understand that I am obligated by law and regulation not to disclose any classified information in an unauthorized fashion.

4. In consideration of being granted access to Designated Classified Information and of being assigned or retained in a position of special confidence and trust requiring access to Designated Classified Information, I hereby agree to submit for security review by the Department or Agency that last authorized my access to such information, all information or materials, including works of fiction, which contain or purport to contain any Designated Classified Information or description of activities that produce or relate to Designated Classified Information or that I contemplate disclosing to any person not authorized to have access to Designated Classified Information or that I have prepared for public disclosure. I understand and agree that my obligation to submit such information and materials for review applies during the course of my access to Designated Classified Information and thereafter, and I agree to make any required submissions before discussing the information or material with, or showing them to, anyone who is not authorized to have access to Designated Classified Information. I further agree that I will not disclose such information or materials to any person not authorized to have access to Designated Classified Information until I have received written authorization from the Department or Agency that last authorized my access to Designated Classified Information that such disclosure is permitted.

5. I understand that the purpose of the review described in paragraph 4, above, is to give the United States a reasonable opportunity to determine whether the information or materials submitted pursuant to paragraph 4 set forth any Designated Classified Information. I further understand that the Department or Agency to which I have submitted materials will act upon them, coordinating within the intelligence community, when appropriate, and make a response to me within a reasonable time, not to exceed 30 working days from date of receipt.

798, and 952 of Title 18, U.S.C., and Section 4(b) of the Subversive Activities Act of 1950 (50 U.S.C. Section 783 (b)). The definitions, requirements, obligations, rights, sanctions, and liabilities created by said Executive Order and listed statutes are incorporated into this Agreement and are controlling.

13. I have read this Agreement carefully and my questions, if any, have been answered to my satisfaction. I acknowledge that the briefing officer has made available Sections 793, 794, 798, and 952 of Title 18, U.S.C., and Section 783 of Title 50, U.S.C., and Executive Order 12356, as amended, so that I may read them at this time, if I so choose.

14. I hereby assign to the United States Government all rights, title, and interest, and all royalties, remunerations, and emoluments that have resulted, will result, or may result from any disclosure, publication, or revelation not consistent with the terms of this Agreement.

15. I have been advised that any false statement made by me in this Agreement may subject me to the penalties set out in Section 1001 of Title 18, U.S.C.

16. I make this Agreement without any mental reservation or purpose of evasion.

James M. Koo
SIGNATURE
340-30-8781
SOCIAL SECURITY NUMBER (1)

FBI
ORGANIZATION
9/30/92
DATE

The execution of this Agreement was witnessed by the undersigned who accepted it on behalf of the United States Government as a prior condition of access to Designated Classified Information.

WITNESS AND ACCEPTANCE:

[Redacted Signature]
SIGNATURE
[Redacted Name]
PRINTED NAME
[Redacted SSN]
SOCIAL SECURITY NUMBER (1)
[Redacted Box]

FBI
ORGANIZATION
9/30/92
DATE

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(1) The Privacy Act, Title 5, United States Code, Section 552a, requires that federal agencies inform individuals, at the time information is solicited from them, whether the disclosure is mandatory or voluntary, by what authority such information is solicited, and what uses will be made of the information. You are hereby advised that authority for soliciting your Social Security Number (SSN) is Executive Order 9397. Your SSN will be used to identify you precisely when it is necessary to certify that you have access to the information indicated above. While your disclosure of SSN is not mandatory, your failure to do so may delay the processing of such certification.

SECTION CLOSED

January 15, 1992

PERSONAL

Mr. James M. Fox
Federal Bureau of Investigation
New York, New York

Dear Mr. Fox:

Under the provisions of the FBI Senior Executive Service (SES), each member of the FBI SES is entitled to receive a copy of his/her final rating; enclosed for your review and retention is a copy of your final rating. In most cases, this final rating differs only from the initial rating you received from your rating official earlier this year by the addition of the signatures of the Chairman of the Performance Review Board (PRB) and of [redacted], who acted on my behalf as the approving authority.

If you exercised the option of providing a formal response to your initial rating, however, your response and any comments provided by your reviewing official, the PRB and the approving authority are also included. This copy of the final rating constitutes the reply to any response; no other avenue of appeal is available under the FBI SES.

Sincerely yours,

William S. Sessions
Director

Dep. Dir. _____
ADD Adm. _____
ADD Inv. _____
Asst. Dir.: _____
Adm. Servs. _____
Crim. Inv. _____
Ident. _____
Insp. _____
Intell. _____
Lab. _____
Legal Coun. _____
Rec. Mgnt. _____
Tech. Servs. _____
Training _____
Cong. Affs. Off. _____
Off. of EEO _____
Off. Liaison & _____
Int. Affs. _____
Off. of Public Affs. _____
Telephone Rm. _____
Director's Sec'y _____

Enclosure
PRAU, Room 6854
(3)

MAIL ROOM ☐

Walked to Mail room
1/15/92 [redacted]

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FEDERAL EMPLOYEES HEALTH BENEFITS PROGRAM (Read instructions on back of last page.)				New Carrier's Control No. 15103288	
TO EMPLOYING OFFICE; SHOW OLD CARRIER'S CONTROL NUMBER ONLY IF ELECTION IS TO CANCEL ENROLLMENT OR TO CHANGE OPTIONS OR TYPE OF ENROLLMENT IN THE SAME PLAN.				Old Carrier's Control No.	
PART A ALL WHO REGISTER MUST FILL IN THIS PART.		1. NAME (LAST) (FIRST) (MIDDLE INITIAL) FOX JAMES M.		2. DATE OF BIRTH (Use numbers) MONTH: 12 DAY: 23 YEAR: 37	
3. ARE YOU NOW MARRIED? YES <input checked="" type="checkbox"/> 1 NO <input type="checkbox"/> 2		4. YOUR MAILING ADDRESS (NUMBER AND STREET) (CITY) (STATE) (ZIP CODE) 40 S. LINCOLN ST. WESTMONT ILL. 60551		5. SEX MALE <input checked="" type="checkbox"/> 1 FEMALE <input type="checkbox"/> 2	
IMPORTANT IT IS ILLEGAL FOR AN EMPLOYEE OR A MEMBER OF HIS FAMILY TO BE COVERED UNDER MORE THAN ONE ENROLLMENT. IF YOU ARE ALREADY COVERED THROUGH THE FAMILY ENROLLMENT OF ANOTHER FEDERAL OR DISTRICT OF COLUMBIA EMPLOYEE OR ANNUITANT YOU MUST REGISTER NOT TO ENROLL OR THE OTHER ENROLLMENT MUST BE CANCELED OR CHANGED TO SELF ONLY. SIMILARLY, IF A FAMILY MEMBER LISTED BY YOU IN PART B IS COVERED THROUGH HIS (OR HER) OWN ENROLLMENT, YOU CANNOT ELECT A FAMILY ENROLLMENT UNLESS THE FAMILY MEMBER CANCELS HIS (OR HER) ENROLLMENT. ALSO SEE BACK OF PAGES 2 AND 3.					
PART B FILL IN THIS PART IF YOU WISH TO ENROLL OR CHANGE YOUR ENROLLMENT IN A HEALTH BENEFITS PLAN.		1. I elect to enroll in a health benefits plan as shown below. I authorize deductions from my salary, compensation, or annuity to cover my share of the cost of the enrollment. (Copy the information requested below from back page of brochure of the plan you select.)			
NAME OF PLAN SAMBA HEALTH BENEFIT PLAN		OPTION (HIGH OR LOW)		ENROLLMENT CODE NUMBER 4 4 2	
2. In space below list all eligible family members without exception. List your wife or husband first, then your unmarried children under age 22, including (a) legally adopted children and (b) stepchildren, foster children, and illegitimate children who live with you in a regular parent-child relationship. Include also any unmarried child over 22 who become disabled before age 22 and who, because of the disability, is incapable of self-support. (Attach a doctor's certificate for a disabled child age 22 or over, if one is not already on file.) DO NOT LIST PARENTS OR OTHERS WHO ARE NOT ELIGIBLE FAMILY MEMBERS. THEY WILL NOT RECEIVE BENEFITS, EVEN IF THEY ARE DEPENDENT ON YOU AND ARE LISTED.					
NAMES OF FAMILY MEMBERS		DATE OF BIRTH (Month, Day, Year)		NAMES OF FAMILY MEMBERS	
Wife or Husband		1		6	
		2		7	
		3		8	
		4		9	
		5		10	
If enrollment is for Self Only, answer item 1. If enrollment is for Self and Family, also answer item 2.		Org. sent to V&P for transmittal to OPM.			
PART C FILL IN THIS PART IF YOU WISH NOT TO ENROLL OR IF YOU WISH TO CANCEL YOUR ENROLLMENT.		1. I ELECT NOT TO ENROLL IN A PLAN UNDER THE FEDERAL EMPLOYEES HEALTH BENEFITS PROGRAM. <input type="checkbox"/>			
2. I ELECT TO CANCEL MY PRESENT ENROLLMENT UNDER THE CODE NUMBER SHOWN BELOW. <input type="checkbox"/>		Present Enrollment Code Number 2 0 5			
PART D FILL IN THIS PART, AS WELL AS PART B, TO CHANGE YOUR REGISTRATION.		ANSWER ITEMS 1, 2, AND 3 TO SHOW ENROLLMENT CODE BEING CHANGED AND ELIGIBILITY FOR CHANGE.			
1. ENROLLMENT CODE NUMBER OF PRESENT PLAN. 2 0 5		2. NUMBER OF EVENT WHICH PERMITS CHANGE. (See table on back of page 2 for proper number.) 1		3. DATE OF EVENT WHICH PERMITS CHANGE. MONTH: DAY: YEAR:	
PART E ALL WHO REGISTER MUST FILL IN THIS PART.		WARNING.—Any intentional false statement in this application or willful misrepresentation relative thereto is a violation of the law punishable by a fine of not more than \$10,000 or imprisonment of not more than 5 years, or both. (18 U.S.C. 1001.)			
James M Fox 12/10/71 (YOUR SIGNATURE—DO NOT PRINT) (DATE)					
PART F TO BE COMPLETED BY AGENCY.		1. NAME AND ADDRESS (INCLUDING ZIP CODE) OF EMPLOYING OFFICE FEDERAL BUREAU OF INVESTIGATION UNITED STATES DEPARTMENT OF JUSTICE WASHINGTON, D. C. 20535 (SIGNATURE OF AUTHORIZED AGENCY OFFICIAL)			
2. DATE RECEIVED IN EMPLOYING OFFICE 1-5-72		3. EFFECTIVE DATE OF ELECTION 1-9-72		4. PAYROLL OFFICE NO. 15-02-0001	
5. SF 2811 REPORT NO. 72-6					
REMARKS FOR USE ONLY BY AGENCY. RECORDED JAN 11 1972					

FEDERAL BUREAU OF INVESTIGATION
UNITED STATES DEPARTMENT OF JUSTICE

REPORT OF PERFORMANCE RATING

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Name of Employee: JAMES M. FOX #340-30-8781

Where Assigned: CHICAGO
(Division) (Section, Unit)

Official Position Title and Grade: SPECIAL AGENT GS-13

Rating Period: from June 18, 1971 to September 18, 1971

ADJECTIVE RATING: EXCELLENT
Outstanding, Excellent, Satisfactory, Unsatisfactory

Employee's
Initials

Rated by: Charles W. Bates SPECIAL AGENT 9/18/71
Signature Title Date

CHARLES W. BATES

Reviewed by: _____
Signature Title Date

Rating Approved by: M. J. Callahan Assistant Director SEP 23 1971
Signature Title Date

TYPE OF REPORT

☐ Official
☐ Annual

REC-139

67-592577-71	
Numbered	
3 SEP 27 1971	
<input checked="" type="checkbox"/> Administrative	<input type="checkbox"/> 60-Day
<input checked="" type="checkbox"/> 90-Day	<input type="checkbox"/> Transfer
<input type="checkbox"/> Separation from Service	<input type="checkbox"/> Special

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9 SEP 29 1971

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**PERFORMANCE RATING GUIDE FOR INVESTIGATIVE PERSONNEL
CHECKLIST AND NARRATIVE COMMENTS**
(For use as attachment to Performance Rating Form FD-185)

Name of Employee JAMES M. FOX

Note: Only those items having pertinent bearing on employee's performance should be rated. All employees in same salary grade should be compared.

RATE ITEMS AS FOLLOWS: (See Manual of Rules and Regulations for detailed instructions.)

- + Outstanding (To warrant overall +, all rated elements must be +, and justified in writing.)
E Excellent (Overall E must be supported by E or + on majority of items, including important elements.)
✓ Satisfactory
- Unsatisfactory (If any item so rated, overall adjective rating can be no better than Satisfactory.) Any unsatisfactory item or overall Unsatisfactory rating must be supported in writing.
o No opportunity to appraise. In other responses, use "X."

(Use INK for Checklist - DO NOT TYPE)

RESPOND TO EVERY ITEM

- + 1. Personal appearance.
+ 2. Personality and effectiveness of his personal contacts.
+ 3. Attitude (including dependability, cooperativeness, loyalty, enthusiasm, amenability, and willingness to equitably share work load).
+ 4. Physical fitness (including health, energy, stamina). Any physical limitations affecting performance? ☐ Yes ☒ No. Has employee used more sick leave (including annual leave or LWOP for illness) during the rating period than the amount of sick leave earned during such period? ☐ Yes ☒ No. If answer to either is yes, explain.
- + 5. Resourcefulness, ingenuity, and initiative.
+ 6. Forcefulness and aggressiveness as required.
+ 7. Judgment, including common sense, ability to arrive at proper conclusions, ability to define objectives.
+ 8. Planning of work.
E 9. Accuracy and attention to pertinent detail.
+ 10. Productivity, including amount of acceptable work produced and rate of progress on or completion of assignments. Also consider adherence to deadlines, unless failure to meet is attributable to causes beyond employee's control.
E 11. Knowledge of duties, instructions, rules and regulations, including readiness of comprehension and "know how" of application.
E 12. Performance results (rate if applicable and mark others O) E A. Internal Security; O B. Criminal or General Investigative; O C. Fugitive; O D. Applicant; O E. Accounting; O F. Other, such as Supervisor.
 Comment on type of work handled entire rating period, including performance in other divisions, and appraisal of overall work performance:

By letter dated 6/18/71, the Bureau approved SA FOX for the position of Supervisor of Security Squad #3 at which time he assumed this position. Since that time (he has had supervisory responsibility for investigations in the Internal Security (Latin America, Cuban, Chinese and Soviet) field. He has handled this responsibility in a commendable manner. SA FOX is a language-trained Agent in the Chinese (Toyshan) language, which is a tremendous asset in the handling of his responsibilities. SA FOX has repeatedly demonstrated his ability to handle and supervise extremely sensitive and highly complex matters. He possesses a high regard toward the Bureau and its work. SA FOX continually stresses the Bureau's applicant program with the members of his squad.

Complexity of matters handled: ☐ None ☐ Moderate ☒ Most complicatedDegree of supervision required: ☐ Above average ☐ Average ☒ Minimum ☐ None

- A. Is employee available wherever needs of service require for general assignment? ☒ Yes ☐ No Special assignment? ☒ Yes ☐ No
 B. Is employee qualified to operate a motor vehicle incidental to his official duties? ☒ Yes ☐ No
 If answer is "yes," personnel file must reflect the following: (a) Has valid State or local operator's license for type vehicle he is to use.
 (b) Is physically fit to drive. (c) Past safe driving record OK or has passed Bureau road test.
 C. Specify general nature of assignment during most of rating period (such as security, criminal, applicant squad, Accountant, or as Resident Agent, supervisor, instructor, etc.):

SUPERVISOR - SECURITYADJECTIVE RATING: EXCELLENT
(Outstanding, Excellent, Satisfactory, Unsatisfactory)EMPLOYEE'S INITIALS JMF

(Checklist and Narrative Comments continued)

- E 13. Firearms.
E 14. Development of informants and sources of information. Comment on weaknesses or justify limited participation.

During rating period developed 0 informants; 0 potential informants.

SA FOX has displayed the ability to supervise and direct the men on his squad in the development and handling of extremely delicate and highly sensitive informants who have furnished extremely valuable information.

- + 15. Reporting: (Consider conciseness, clarity, organization, thoroughness, accuracy, adequacy and pertinency of leads, and administrative detail.)

+ A. Reports; + B. Memos, letters, wires.

- E 16. Performance as a witness. ☐ During rating period; ☒ Based on past performance; ☐ No experience.

- E 17. Executive evaluation (approved Supervisors, Relief Supervisors, Alternate Senior and Senior Resident Agents; underline applicable.)

E A. Leadership

+ B. Ability to handle personnel

+ C. Making decisions

+ D. Assignment of work

E E. Training subordinates

E F. Devising procedures

+ G. Promoting high morale

E H. Getting results

E I. Furthering equal employment opportunity

- E 18. Raids and dangerous assignments; E A. As leader; E B. As participant.

- E 19. Miscellaneous. Specify and rate:

E Dictation; E Applicant recruitment; 0 Other

- 0 20. Police Instruction: ☐ Qualified ☐ Participated ☐ Audited
21. Foreign Language Ability: Proficient in Chinese (Toyshan) language(s).

Can handle typical investigative problems as follows:

A. Conversation form Chinese (T) ☐ Excellent ☐ Very Good ☒ Good ☐ Fair ☐ Unsatisfactory

B. Written form Chinese (T) ☐ Excellent ☐ Very Good ☐ Good ☒ Fair ☐ Unsatisfactory

Frequency Chinese (T) language ability used during rating period several times a week

Anticipated use during ensuing year several times a week

22. Administrative Advancement: ☐ (Check block if not interested.)

A. ☒ Yes ☐ No Agent is completely available for administrative advancement.

B. ☒ Yes ☐ No Agent is considered qualified for administrative advancement, including experience, ability, personality and appearance.

C. If answer to B is "Yes," Agent's qualifications are considered ☐ Very Good ☒ Excellent ☐ Outstanding

Explain if interested but not now qualified.

23. Number of Incentive Awards 0.

Commendations received from Director: Individual 0 Through Superior 1.

Suggestions submitted 0.

If none, check block ☐.

24. Disciplinary Action and Justification for any Unsatisfactory Items. ☒ None
(List items taken into consideration on Checklist.)

EMPLOYEE'S INITIALS

gwf

NOTIFICATION OF PERSONNEL ACTION

(FOR AGENCY USE)

1. NAME (CAPS) LAST-FIRST-MIDDLE FOX, JAMES M.		MR.—MISS—MRS. (MR.)	2. (FOR AGENCY USE)	3. BIRTH DATE (Mo., Day, Year) 12-23-37	4. SOCIAL SECURITY NO. 340-30-8781
5. VETERAN PREFERENCE 1 1—NO 2—5 PT. 3—10 PT. DISAB. 4—10 PT. COMP. 5—10 PT. OTHER			6. TENURE GROUP	7. SERVICE COMP. DATE	
9. FEGLI 1—COVERED (Regular only—declined Optional) 2—INELIGIBLE 3—WAIVED 4—COVERED (Reg & Opt)			10. RETIREMENT 1—CS 2—FICA 3—FS 4—NONE 5—OTHER		11. (FOR CSC USE)
12. CODE NATURE OF ACTION PROMOTION			13. EFFECTIVE DATE (Mo., Day, Year) 6-27-71		14. CIVIL SERVICE OR OTHER LEGAL AUTHORITY EXCEPTED BY LAW
15. FROM: POSITION TITLE AND NUMBER Special Agent 61-F-47 170			16. PAY PLAN AND OCCUPATION CODE GS Series 1811		17. (a) GRADE OR LEVEL (b) STEP OR RATE 12 4
					18. SALARY \$16,543 pa
19. NAME AND LOCATION OF EMPLOYING OFFICE					

20. TO: POSITION TITLE AND NUMBER Special Agent 61-F-48 170		21. PAY PLAN AND OCCUPATION CODE GS Series 1811		22. (a) GRADE OR LEVEL (b) STEP OR RATE 13 1	23. SALARY \$17,761 pa
24. NAME AND LOCATION OF EMPLOYING OFFICE					

25. DUTY STATION (City—county—State)			26. LOCATION CODE		
27. APPROPRIATION S. & E., FBI		28. POSITION OCCUPIED 1—COMPETITIVE SERVICE 2—EXCEPTED SERVICE		29. APPORTIONED POSITION FROM TO: STATE 1—PROVED-1 2—WAIVED-2	
30. REMARKS. A. SUBJECT TO COMPLETION OF 1 YEAR PROBATIONARY (OR TRIAL) PERIOD COMMENCING B. SERVICE COUNTING TOWARD CAREER (OR PERMANENT) TENURE FROM: C. DURING PROBATION SEPARATIONS: SHOW REASONS BELOW, AS REQUIRED. CHECK IF APPLICABLE:					

37-NOT RECORDED
17 JUL 12 1971

31. DATE OF APPOINTMENT AFFIDAVIT (Accessions only)		34. SIGNATURE (with authentication) AND TITLE E. Hoover Director	
32. OFFICE MAINTAINING PERSONNEL FOLDER (If different from employing office)		35. DATE 6-22-71	
33. CODE EMPLOYING DEPARTMENT OR AGENCY			

REC-147

June 22, 1971

Mr. James M. Fox
Federal Bureau of Investigation
Chicago, Illinois

Dear Mr. Fox:

I am indeed pleased to advise you of your
promotion to Grade GS 13, \$17,761 per annum, as a
Special Agent, effective June 27, 1971.

Sincerely yours,

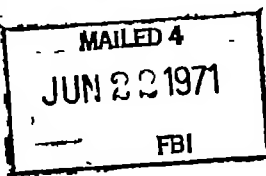
John Edgar Hoover
Director

1 - SAC, Chicago (PERSONAL ATTENTION)

1 -
1 - Movement
1 -

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(6) 67-592577



Tolson _____
Sullivan _____
Mohr _____
Bishop _____
Brennan, C D _____
Callahan _____
Casper _____
Conrad _____
Dalbey _____
Felt _____
Gale _____
Rosen _____
Tavel _____
Walters _____
Soyars _____
Beaver _____
Tele Room _____
Holmes _____
Gandy _____

JUN 21 15 43 PM '71

FBI
REC'D-CALIFORNIA

5 JUN 23 1971

TELETYPE UNIT ☐

UNITED STATES GOVERNMENT

Memorandum

TO : Mr. Callahan

DATE: 6-17-71

FROM : H. N. Bassett

PROMOTION MATTER

SUBJECT: JAMES M. FOX
Special Agent

Chicago Office - Night Supervisor

GS-12 : \$16,543 : EOD as SA 5-27-63

Age 33

The above-named Agent is being considered for promotion to Grade GS-13 in accordance with Bureau policy that an Agent is eligible to be so considered after serving at least 3 years in Grade GS-12. He has been in this grade since 6-16-68. His file has been carefully reviewed and he meets the qualifications for this promotion. Applicable items as to his work and performance are indicated below.

- ☒ Current work performance meets minimum requirement (Rating of Satisfactory with comments indicating above-average performance for GS-11 promotion; Rating of Excellent for GS-12 promotion)
- ☒ Recommended for promotion by his SAC or Assistant Director
- ☒ Available for general and special assignment
- ☒ Overtime performance satisfactory
- ☒ Weight within desirable limits
- ☐ Not suffering from or being treated for any physical disability (applicable to Resident Agents only)
- ☒ Since in his present grade he has not been subject to disciplinary action and has been commended 1 times and received 0 Incentive Awards
- ☒ Itemized statistical accomplishments and/or cases closed for past three months. Any additional pertinent comments under Remarks.

Cases closed and Month See belowAgent's Average ---
Squad Average ---

Remarks

SA Fox has been the Night Supervisor in the Chicago Office since January 8, 1971, and has repeatedly demonstrated the ability to handle complex, sensitive and delicate situations. He is a conscientious, resourceful agent who has an outstanding attitude toward the Bureau and its work. He does not have assigned cases at present.

Recommendation:

Promotion to Grade GS-13 at this time.

(2)

Tolson _____
Sullivan _____
Mohr _____
Bishop _____
Brennan, C.D. _____
Callahan _____
Casper _____
Conrad _____
Dalbey _____
Felt _____
Gale _____
Rosen _____
Tavel _____
Walters _____
Soyars _____
Tele. Room _____
Holmes _____
Gandy _____

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67-592577-77

Searched _____ Numbered _____

7 JUN 23 1971 36

REC-141

Remarks

SAC, Chicago (66-4787)

6/18/71

Director, FBI

PERSONAL ATTENTION

**SUPERVISORY ORGANIZATION
CHICAGO DIVISION**

Reurairtel 6/11/71.

Bureau approves your recommendation that SA James M. Fox be designated Supervisor of Security Squad #3 handling Espionage and certain intelligence matters as well as Ad Hoc and Solo programs.

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- 1 - [redacted]
- 1 - Movement Unit
- 1 - SOG Chicago File

Based on Chicago airtel 6/11/71 and Addendum Administrative Division, 6/15/71.

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MAILED 10

JUN 18 1971

FBI

6 JUN 18 1971

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MAIL ROOM TELETYPE UNIT

Tolson _____
Sullivan _____
Mohr _____
Bishop _____
Brennan, C.D. _____
Callahan _____
Casper _____
Conrad _____
Dalbey _____
Felt _____
Gale _____
Rosen _____
Tavel _____
Walters _____
Soyars _____
Beaver _____
Tele. Room _____
Holmes _____
Gandy _____

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UNITED STATES GOVERNMENT

Memorandum

6-16

TO : DIRECTOR, FBI

DATE: 6/11/71

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FROM : SAC, CHICAGO

SUBJECT: JAMES M. FOX
SPECIAL AGENT
RECOMMENDATION FOR REALLOCATION TO GS-13

Re Bureau 3-153 dated June 8, 1971.

The comments and ratings in SA FOX's last annual performance rating still apply and there are no significant changes.

SA FOX has been the Night Supervisor in the Chicago Office since January 8, 1971, and has repeatedly demonstrated the ability to handle complex, sensitive and delicate situations. He is a conscientious and resourceful agent and has an outstanding attitude toward the Bureau and its work. SA FOX is completely available for general or special assignment and is not suffering from or being treated for any physical disability. He does not have assigned cases at present.

SA FOX is 6' tall, weighs 174 lbs. with a large frame and is within the desirable weight limits.

By separate communication, SA FOX is also being recommended for the position of Security Squad #3 Supervisor, which position is being vacated by SA [REDACTED] who is being transferred to SOG.

It is recommended SA FOX be promoted to GS-13.

② - Bureau
1 - Chicago

(3)

REC-141

67-392577-15	
Searched	Numbered
8 JUN 14 1971	

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memo 6-17-71

7 JUN 23 1971

(137)



5010-108-01

Buy U.S. Savings Bonds Regularly on the Payroll Savings Plan

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Mr. Tolson	_____
Mr. Sullivan	_____
Mr. Mohr	_____
Mr. Bishop	_____
Mr. Brennan	CD
Mr. Callahan	_____
Mr. Casper	_____
Mr. Conrad	_____
Mr. Dalbey	_____
Mr. Felt	_____
Mr. Gale	_____
Mr. Rosen	_____
Mr. Tavel	_____
Mr. Walters	_____
Mr. Soyars	_____
Tele. Room	_____
Miss Holmes	_____
Miss Gandy	_____

Chicago, Illinois
June 4, 1971

Mr. J. Edgar Hoover
Director
Federal Bureau of Investigation
Washington, D.C.

Mr. Beaver

Dear Mr. Hoover:

This is to request a color photograph of you which I would deeply appreciate having you autograph.

I entered on duty as a Special Agent with the Federal Bureau of Investigation on May 27, 1963, and I am presently assigned to the Chicago Division.

I am extremely grateful for having the opportunity of working for the Federal Bureau of Investigation and deem it an honor and privilege to serve under your leadership.

Very truly yours,

James M. Fox

James M. Fox
Special Agent

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*Personal file checked
and auto photo card
prepared 6/9/71*

MAILED 22
JUN 14 1971
FBI

7 JUN 16 1971

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CRIME RESEARCH

FEDERAL BUREAU OF INVESTIGATION
UNITED STATES DEPARTMENT OF JUSTICEb6
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REPORT OF PERFORMANCE RATING

Name of Employee: JAMES M. FOX #340-30-8781Where Assigned: CHICAGO
(Division) (Section, Unit)Official Position Title and Grade: SPECIAL AGENT GS-12Rating Period: from April 1, 1970 to March 31, 1971ADJECTIVE RATING: EXCELLENT
Outstanding, Excellent, Satisfactory, UnsatisfactoryEmployee's
Initials

JMF

Rated by: Bernard L. Huelskamp ASSISTANT SPECIAL AGENT IN CHARGE 3/31/71
Signature Title DateReviewed by: Charles W. Bates SPECIAL AGENT IN CHARGE 3/31/71
Signature Title DateRating Approved by: W. P. Callahan Assistant Director APR 23 1971
Signature Title Date

TYPE OF REPORT

☒ Official
☒ Annual☐ Administrative
☐ 60-Day
☐ 90-Day
☐ Transfer
☐ Separation from Service
☐ Special

REC-139

67-592577-73	
Searched	Indexed
8 APR 16 1971 98	

5 MAY 6 1971 74

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PERFORMANCE RATING GUIDE FOR INVESTIGATIVE PERSONNEL CHECKLIST AND NARRATIVE COMMENTS

(For use as attachment to Performance Rating Form FD-185)

Name of Employee _____

Note: Only those items having pertinent bearing on employee's performance should be rated. All employees in same salary grade should be compared.

RATE ITEMS AS FOLLOWS: (See Manual of Rules and Regulations for detailed instructions.)
+ Outstanding (To warrant overall +, all rated elements must be +, and justified in writing.)

E Excellent (Overall E must be supported by E or + on majority of items, including important elements.)

✓ Satisfactory

- Unsatisfactory (If any item so rated, overall adjective rating can be no better than Satisfactory.) Any unsatisfactory item or overall Unsatisfactory rating must be supported in writing.

0 No opportunity to appraise. In other responses, use "X."

(Use INK for Checklist - DO NOT TYPE)

RESPOND TO EVERY ITEM

- + 1. Personal appearance.
- + 2. Personality and effectiveness of his personal contacts.
- + 3. Attitude (including dependability, cooperativeness, loyalty, enthusiasm, amenability, and willingness to equitably share work load).
- E 4. Physical fitness (including health, energy, stamina). Any physical limitations affecting performance? ☐ Yes ☒ No. Has employee used more sick leave (including annual leave or LWOP for illness) during the rating period than the amount of sick leave earned during such period? ☐ Yes ☒ No. If answer to either is yes, explain.
- + 5. Resourcefulness, ingenuity, and initiative.
- + 6. Forcefulness and aggressiveness as required.
- + 7. Judgment, including common sense, ability to arrive at proper conclusions, ability to define objectives.
- + 8. Planning of work.
- + 9. Accuracy and attention to pertinent detail.
- + 10. Productivity, including amount of acceptable work produced and rate of progress on or completion of assignments. Also consider adherence to deadlines, unless failure to meet is attributable to causes beyond employee's control.
- E 11. Knowledge of duties, instructions, rules and regulations, including readiness of comprehension and "know how" of application.
- E 12. Performance results (rate if applicable and mark others 0) + A. Internal Security; 0 B. Criminal or General Investigative; 0 C. Fugitive; 0 D. Applicant; 0 E. Accounting; E F. Other, such as Supervisor.
 Comment on type of work handled entire rating period, including performance in other divisions, and appraisal of overall work performance:

From the beginning of the rating period until 1/8/71, SA FOX was assigned to the Espionage-Foreign Intelligence Squad where most of his assignments were in the Chinese field. SA FOX is a language-trained agent in the Chinese (Toysan) language, which ability assisted him greatly in the handling of his work. For the remainder of the rating period, SA FOX served as the Night Supervisor for the Chicago Office. He has repeatedly demonstrated the ability to handle extremely sensitive and delicate situations with ingenuity, common sense, and discretion. SA FOX possesses an outstanding attitude toward the Bureau and its work and continually exhibits his resourcefulness, ingenuity, and initiative. During the rating period SA FOX interviewed numerous individuals in efforts to obtain Bureau applicants.

Complexity of matters handled: ☐ None ☐ Moderate ☒ Most complicatedDegree of supervision required: ☐ Above average ☐ Average ☒ Minimum ☐ None

- A. Is employee available wherever needs of service require for general assignment? ☒ Yes ☐ No Special assignment? ☒ Yes ☐ No
- B. Is employee qualified to operate a motor vehicle incidental to his official duties? ☒ Yes ☐ No
 If answer is "yes," personnel file must reflect the following: (a) Has valid State or local operator's license for type vehicle he is to use.
 (b) Is physically fit to drive. (c) Past safe driving record OK or has passed Bureau road test.
- C. Specify general nature of assignment during most of rating period (such as security, criminal, applicant squad, Accountant, or as Resident Agent, supervisor, instructor, etc.):

NIGHT SUPERVISOR

ADJECTIVE RATING: _____

EXCELLENT

EMPLOYEE'S INITIALS _____

(Outstanding, Excellent, Satisfactory, Unsatisfactory)

(Checklist and Narrative Comments continued)

- E 13. Firearms.
- E 14. Development of informants and sources of information. Comment on weaknesses or justify limited participation.
- During rating period developed — informants; — potential informants.

SA FOX' current assignment does not lend itself to the development of informants, however, he has handled informants in the past in a most commendable manner.

- E 15. Reporting: (Consider conciseness, clarity, organization, thoroughness, accuracy, adequacy and pertinency of leads, and administrative detail.)

E A. Reports; E B. Memos, letters, wires.

- E 16. Performance as a witness. ☐ During rating period; ☒ Based on past performance; ☐ No experience.

- E 17. Executive evaluation (approved Supervisors, Relief Supervisors, Alternate Senior and Senior Resident Agents; underline applicable.)

<u>E</u> A. Leadership	<u>E</u> F. Devising procedures
<u>+</u> B. Ability to handle personnel	<u>+</u> G. Promoting high morale
<u>E</u> C. Making decisions	<u>E</u> H. Getting results
<u>+</u> D. Assignment of work	<u>E</u> I. Furthering equal employment opportunity
<u>+</u> E. Training subordinates	

- E 18. Raids and dangerous assignments; E A. As leader; E B. As participant.

- E 19. Miscellaneous. Specify and rate:

E Dictation; E Applicant recruitment; 0 Other

- 0 20. Police Instruction: ☐ Qualified ☐ Participated ☐ Audited
21. Foreign Language Ability: Proficient in Chinese (Toyshan) language(s).

Can handle typical investigative problems as follows:

A. Conversation form C (Toyshan) ☐ Excellent ☐ Very Good ☒ Good ☐ Fair ☐ Unsatisfactory

B. Written form C (Toyshan) ☐ Excellent ☐ Very Good ☐ Good ☒ Fair ☐ Unsatisfactory

Frequency C (Toyshan) language ability used during rating period several times a week

Anticipated use during ensuing year several times a week.

22. Administrative Advancement: ☐ (Check block if not interested.)

A. ☒ Yes ☐ No Agent is completely available for administrative advancement.

B. ☒ Yes ☐ No Agent is considered qualified for administrative advancement, including experience, ability, personality and appearance.

C. If answer to B is "Yes," Agent's qualifications are considered ☐ Very Good ☒ Excellent ☐ Outstanding

Explain if interested but not now qualified.

23. Number of Incentive Awards 0.

Commendations received from Director: Individual 0 Through Superior 2.

Suggestions submitted 0.

If none, check block ☐.

24. Disciplinary Action and Justification for any Unsatisfactory Items. ☒ None
- (List items taken into consideration on Checklist.)

EMPLOYEE'S INITIALS

Quf

UNITED STATES GOVERNMENT

Memorandum

(SUBMIT IN DUPLICATE)

340-30-8781

TO : Director, FBI

DATE: 1/19/71

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FROM : SA JAMES M. FOX

Social Security Number: 340 30 8781

Office of assignment: Chicago

SUBJECT: OFFICES OF PREFERENCE

Attention: Movement Unit

~~2 Voucher Statistical Section~~

Please list my offices of preference as follows:

1. Chicago 3150
2. Phoenix 3630
3. San Diego 3780

67-NOT RECORDED
7 JAN 28 1971

JAN 26 1971

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J. B. Adams

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b7C**SUPERVISORY ORGANIZATION
CHICAGO DIVISION**

Purpose of this memorandum is to consider recommendation of SAC, Chicago, that SA James M. Fox be approved as Night Supervisor for a period of six months to succeed [] who has been transferred to SOG to serve in a supervisory capacity.

SAC, Chicago, notes SA Fox is a very mature Agent who has demonstrated his ability to handle his cases both from an investigative and administrative viewpoint in an exceptional manner. It is noted that SA Fox has a law degree and previously served at SOG in a clerical capacity. He has indicated he is desirous of administrative advancement and based on his overall attitude, judgment, and experience, it is felt he has excellent potential along administrative lines.

SA Fox EOD 5/27/63, is in GS-12, \$15,611. Rated Excellent on 1970 Annual Performance Report which indicates he is completely available, interested in, and considered to have excellent qualifications for administrative advancement, and is capable of handling most complicated investigative matters with minimum supervision. His services since entering on duty have been entirely satisfactory, having been commended once through his SAC. He was approved as a Relief Supervisor in the Chicago Office 3/17/69. Overtime satisfactory.

RECOMMENDATION:

That SA James M. Fox be approved as Night Supervisor in Chicago Office for a six-month period after which it will be necessary for SAC to justify retention or recommend replacement. Appropriate letter attached.

Enclosure

①- Personnel File of SA James M. Fox
[] (3)

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b7C**PERMANENT BRIEF OF FILE OF SA JAMES M. FOX ATTACHED.****67-NOT RECORDED****8 JAN 12 1971**

47

SAC, Chicago (66-4787)

January 8, 1971

Director, FBI

PERSONAL ATTENTION

SUPERVISORY ORGANIZATION
CHICAGO DIVISION

Reurairtel 1/4/71.

SA James M. Fox is approved as Night Supervisor for six months. At the expiration of this date you should submit your observations and recommendation regarding SA Fox's continuance in this position or recommend a replacement for him.

1 - [redacted]

1 - Movement

① - Personnel File of SA James M. Fox

[redacted]

(7)

Based on memo Adams to Callahan dated 1/8/71, [redacted]

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67-NOT RECORDED
8 JAN 12 1971

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UNITED STATES GOVERNMENT

Memorandum

340-30-8781

TO : Director, FBI

DATE: 12/21/70

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SA JAMES M. FOX

Attention:

FROM : (Name of employee)

(Office of assignment)

SUBJECT: OFFICES OF PREFERENCE

Please list my offices of preference as follows

1. Chicago 3130
2. San Diego 3780
3. Phoenix 3630

67- NOT RECORDED
7 JAN 14 1971

JAN 12 1971

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November 18, 1970

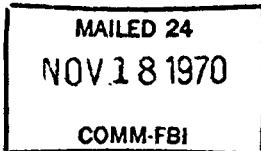
Mr. Charles W. Bates
Federal Bureau of Investigation
Chicago, Illinois

Dear Mr. Bates:

It is indeed a source of pleasure for me to be able to commend, through you, the personnel in the Chicago Office who contributed so effectively to the success attained in the investigation of the Election Laws case involving [redacted] and others.

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I know that everyone carried out his assignments in a dependable, efficient and dedicated manner in order that such outstanding results might be obtained within a short period of time. I would like you to advise all who participated so competently of my appreciation for their invaluable services on our behalf.



Sincerely yours,

J. Edgar Hoover

1 - SAC, Chicago (Personal Attention)
Place a copy of this letter in files of personnel who participated in this matter but were not individually recognized.

1 - [redacted] (Sent Direct)

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Tolson _____
Sullivan _____
Mohr _____
Bishop _____
Brennan, C.D. _____
Callahan _____
Casper _____
Conrad _____
Felt _____
Gale _____
Rosen _____
Tavel _____
Walters _____
Soyars _____
Tele. Room _____
Holmes _____
Gandy _____

(250)

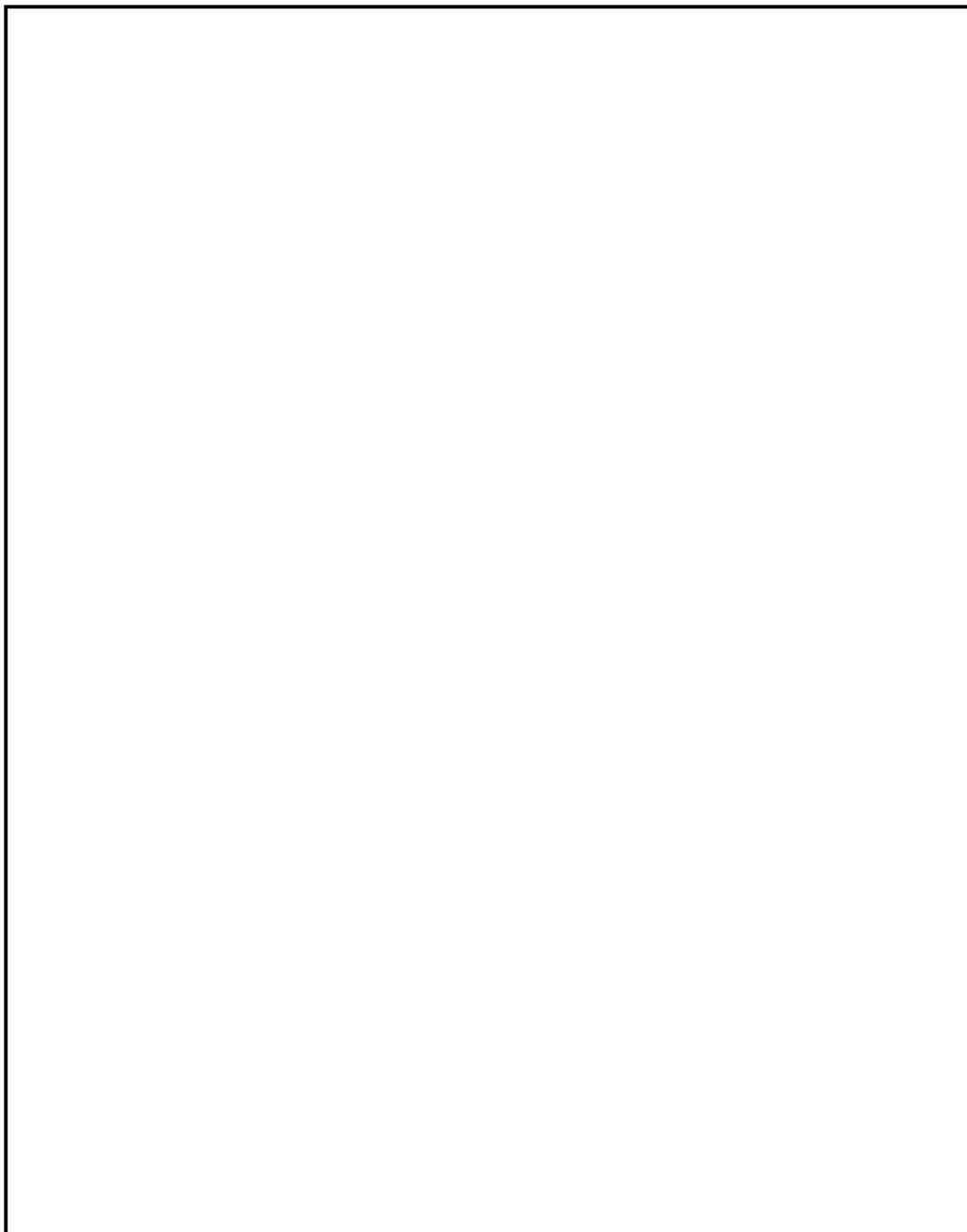
Based on FD-255 from Chicago 11/4/70 and addendum General Investigative Division 11/9/70 re [redacted] Edward F. Bloom, Robert Lee Alexander [redacted] Chicago Division, Recommendation For Incentive Awards.

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MAIL ROOM ☐ TELETYPE UNIT ☐

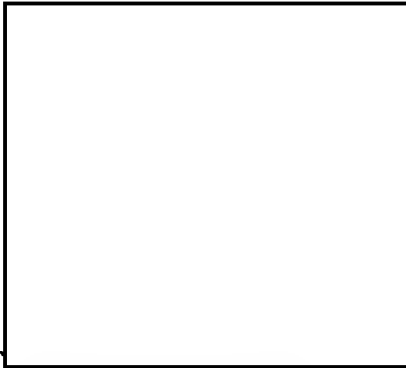
Copies prepared and attached for placing in the personnel files of: OVER

Mr. Charles W. Bates
FBI - Chicago, Illinois

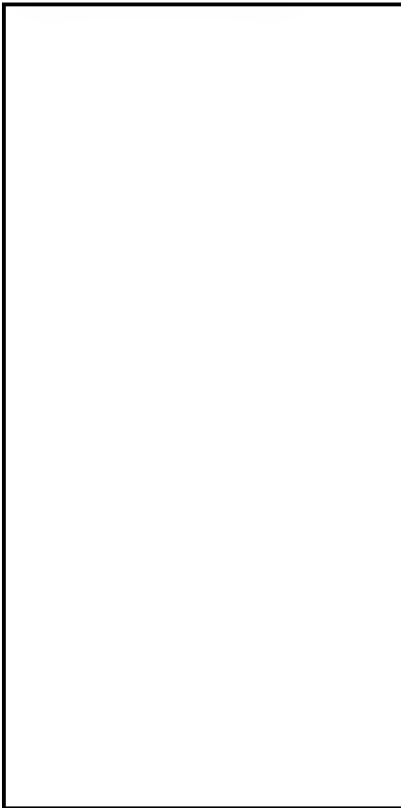


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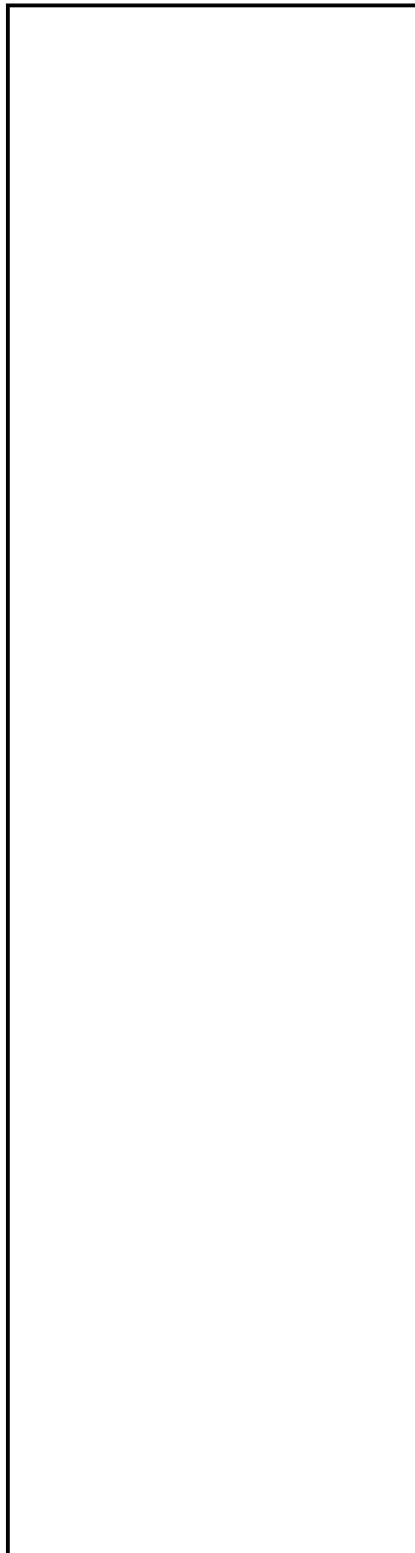
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Maurice F. Dean



James M. Fox



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FEDERAL BUREAU OF INVESTIGATION

NAME: LAST, FIRST, MIDDLE FOX JAMES M	SOCIAL SECURITY NUMBER 340-30-8781
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CODE-NATURE OF ACTION		NOTIFICATION OF BASIC CHANGE		EFFECTIVE DATE	DATE OF LAST EQUIV. INCR.
<input type="checkbox"/>	892—QUALITY INCREASE	<input type="checkbox"/>	896—ADMIN. PAY INCREASE	6/14/70	6/15/69
<input checked="" type="checkbox"/>	893—WITHIN GRADE INCREASE	<input type="checkbox"/>	897—ADMIN. PAY DECREASE		
<input type="checkbox"/>	894—PAY ADJUSTMENT	<input type="checkbox"/>	OTHER (SPECIFY IN REMARKS)		
GRADE OR LEVEL GS-12	STEP OR RATE STEP 4	OLD SALARY \$15,138.00		NEW SALARY \$15,611.00	

DATA ON UNPAID ABSENCE			
PERIOD(S)	TOTAL EXCESS	IN PAY STATUS AT END OF WAITING PERIOD	INITIALS
		YES	3

☒ EMPLOYEE'S WORK IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.

☐ EMPLOYEE'S PERFORMANCE RATING IS SATISFACTORY OR BETTER.

REMARKS:

J. Edgar Hoover

JOHN EDGAR HOOVER
DIRECTOR

6/14/70
(DATE)

PERSONNEL FILE COPY

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FEDERAL BUREAU OF INVESTIGATION
UNITED STATES DEPARTMENT OF JUSTICE

REPORT OF PERFORMANCE RATING

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Name of Employee: JAMES M. FOX # 340-30-8781

Where Assigned: CHICAGO SECURITY SQUAD # 3
(Division) (Section, Unit)

Official Position Title and Grade: SPECIAL AGENT GS-12

Rating Period: from APRIL 1, 1969 to MARCH 31, 1970

ADJECTIVE RATING: EXCELLENT
Outstanding, Excellent, Satisfactory, Unsatisfactory

Employee's
Initials

JMF

Rated by: [Signature] Supervisor 3/31/70
Title Date

Reviewed by: [Signature] Special Agent 3/31/70
Title Date

Rating Approved by: M.W. JOHNSON Assistant Director APR 24 1970
Signature Title Date

TYPE OF REPORT

☒ Official
☒ Annual

REC-136

67-592577-71

Searched ☐ Indexed ☐
☐ Administrative
☐ 60-Day 1970
☐ 90-Day
☒ Transfer
☐ Separation from Service
☐ Special

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JUN 16 1970

PERFORMANCE RATING GUIDE FOR INVESTIGATIVE PERSONNEL
(For use as attachment to Performance Rating Form FD-185)

JAMES M. FOX

Name of Employee _____

Note: Only those items having pertinent bearing on employee's performance should be rated. All employees in same salary grade should be compared.

RATE ITEMS AS FOLLOWS: (See Manual of Rules and Regulations for detailed instructions.)

+ **Outstanding** (To warrant overall +, all rated elements must be +, and justified in writing.)

E **Excellent** (Overall E must be supported by E or + on majority of items, including important elements.)

✓ **Satisfactory**

- **Unsatisfactory** (If any item so rated, overall adjective rating can be no better than Satisfactory.) Any unsatisfactory item or overall Unsatisfactory rating must be supported in writing.

0 **No opportunity to appraise**

(Use INK for Checklist - DO NOT TYPE)

CHECKLIST AND NARRATIVE COMMENTS

- + 1. Personal appearance.
E 2. Personality and effectiveness of his personal contacts.
+ 3. Attitude (including dependability, cooperativeness, loyalty, enthusiasm, amenability, and willingness to equitably share work load).
E 4. Physical fitness (including health, energy, stamina). COMMENT on limitations on availability, physical limitations affecting performance, and sick leave information. Has employee used more sick leave (including annual leave or LWOP for illness) during the rating period than the amount of sick leave earned during such period? (If "yes" explain.)

There are no physical limitations affecting SA FOX's performance or availability. SA FOX has not used more SL than earned during the rating period.

- E 5. Resourcefulness, ingenuity, and initiative.
E 6. Forcefulness and aggressiveness as required.
+ 7. Judgment, including common sense, ability to arrive at proper conclusions, ability to define objectives.
+ 8. Planning of work.
+ 9. Accuracy and attention to pertinent detail.
+ 10. Productivity, including amount of acceptable work produced and rate of progress on or completion of assignments. Also consider adherence to deadlines, unless failure to meet is attributable to causes beyond employee's control.
E 11. Knowledge of duties, instructions, rules and regulations, including readiness of comprehension and "know how" of application.
E 12. Investigative results (rate applicable cases) E A. Internal Security; 0 B. Criminal or General Investigative; 0 C. Fugitive; 0 D. Applicant; 0 E. Accounting.
 Complexity of investigative matters handled: ☐ None ☐ Moderate ☒ Most complicated.
 Degree of supervision required: ☐ Above average ☐ Average ☒ Minimum ☐ None
 COMMENT on type of work handled entire rating period and appraisal of overall work performance:

During the rating period SA FOX was assigned to the Espionage - Foreign Intelligence Squad where most of his assignments were in the Chinese field. For an Agent of his experience he has exhibited a definite ability to handle more complicated type investigations with a minimum of supervision. He possesses an outstanding attitude toward the Bureau and its work. He has used outstanding judgment in carrying a high case load during this period. SA FOX has demonstrated an acute awareness of the importance of the Bureau Applicant Program and has made numerous contacts both during duty and off duty hours to further this program. He secured one applicant on duty. His overall work performance is considered to be excellent and his rating in GS-12 is excellent.

- A. Is employee available for general assignment Yes; special assignment Yes; wherever needs of service require?
 B. Is employee qualified to operate a motor vehicle incidental to his official duties? ☒ Yes ☐ No
 If answer is "yes," personnel file must reflect the following: (a) Has valid State or local operator's license for type vehicle he is to use.
 (b) Is physically fit to drive. (c) Past safe driving record OK or has passed Bureau road test.
 C. Specify general nature of assignment during most of rating period (such as security, criminal, applicant, squad, accountant, or as Resident Agent, supervisor, instructor, etc.): Security, Espionage - Foreign Intelligence - Relief Supervisor.

ADJECTIVE RATING: Excellent

(Outstanding, Excellent, Satisfactory, Unsatisfactory)

EMPLOYEE'S INITIALS JMF

(Checklist and Narrative Comments continued)

E 13. Firearms

E 14. Development of informants and sources of information. COMMENT on participation in this program.

SA FOX handled a valuable Bureau approved informant during this rating period. Through numerous interviews conducted in the [redacted], developed additional sources including one approved PSI.

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E 15. Reporting: (Consider conciseness, clarity, organization, thoroughness, accuracy, adequacy and pertinency of leads, and administrative detail.)

E A. Investigative reports; O B. Summary reports; E C. Memos, letters, wires

E 16. Performance as a witness. ☐ During rating period; ☒ Based on past performance; ☐ No experience.

E 17. Executive evaluation (approved Supervisors, Relief Supervisors, Alternate Senior and Senior Resident Agents.)

E A. Leadership E F. Devising procedures
E B. Ability to handle personnel E G. Promoting high morale
E C. Making decisions E H. Getting results
E D. Assignment of work E I. Furthering equal employment opportunity.
E E. Training subordinates

E 18. Raids and dangerous assignments; E A. As leader; E B. As participant

E 19. Miscellaneous. Specify and rate:

E Dictation; E Applicant recruitment; E Other

O 20. Police Instruction: ☐ Qualified ☐ Participated ☐ Audited

21. Foreign Language Ability: Proficient in Chinese (toyshan) language(s).

Can handle typical investigative problems as follows:

A. Conversation form Chinese (toyshan) ☐ Excellent ☐ Very Good ☒ Good ☐ Fair ☐ Unsatisfactory

B. Written form Chinese (toyshan) ☐ Excellent ☐ Very Good ☐ Good ☒ Fair ☐ Unsatisfactory

Frequency Chinese (toyshan) language ability used during rating period several times a week

Anticipated use during ensuing year several times a week

22. Administrative Advancement: ☐ (Check block if not interested.)

A. ☒ Yes ☐ No Agent is completely available for administrative advancement.

B. ☒ Yes ☐ No Agent is considered qualified for administrative advancement, including experience, ability, personality and appearance.

C. If answer to B is "Yes," Agent's qualifications are considered ☐ Very Good ☒ Excellent ☐ Outstanding

EXPLAIN if interested but not now qualified.

23. Number of Incentive Awards O Commendations O received from Director. Suggestions submitted O.

24. Disciplinary Action and Justification for any Unsatisfactory Items. ☒ None (List items taken into consideration on Checklist.)

UNITED STATES GOVERNMENT

Memorandum

TO : Director, FBI

FROM : SA JAMES M. FOX
(Name of employee)
SPECIAL AGENT

(Office of assignment)

SUBJECT: OFFICES OF PREFERENCE

DATE:

2/17/70

Attention:

Please list my offices of preference as follows:

1. HONOLULU 3280
2. SAN DIEGO 3780
3. CHICAGO 3150

① - Bureau
1 - Chicago

JMF: ☐
(2)

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FEB 26 1970

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NAME:	JAMES M. FOX	TITLE:	SPECIAL AGENT
EOD:	CLERK 9/10/62 SPECIAL AGENT 5/27/63	GRADE:	GS 12 @ \$14,281

SAC M.W. JOHNSON

This writeup was prepared in view of the fact SA JAMES M. FOX is involved in a substantive case writeup. SA FOX is an athletic appearing Agent who dresses neatly, presents an outstanding appearance as a Bureau representative and possesses an outstanding attitude toward the Bureau. His judgement in the handling of complicated, Chinese internal security matters leaves little to be desired. He has shown the ability to work under pressure while carrying a high case load. He has been a Relief Supervisor since March 19, 1969, and when acting in that capacity he has performed his duties in an excellent manner. No administrative action has been taken against SA FOX since the last inspection. SA FOX is interested in and completely available for administrative advancement.

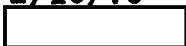
Rating: Excellent

Inspector's comments page 2.

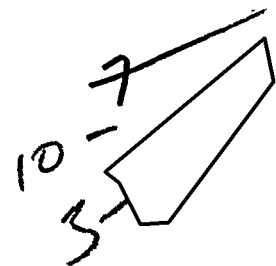
ENCLOSURE

Inspector WILLIAM A. SULLIVAN
2/10/70

CHICAGO INSPECTION
2/10/70



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INSPECTOR W. A. SULLIVAN:
([redacted] , 2/19/70)

Inspector concurs with comments of
SAC concerning attitude and overall
work performance of SA Fox.

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During the Chicago inspection SA Fox was involved in a substantive error (write-up attached) in which, while acting as Relief Supervisor, he approved a communication dated 12/29/69 RUCing an Internal Security case. The communication stated that physical surveillance logs were maintained in the 1-A section of the case file. The surveillance logs were not in file during review on 2/6/70; however, the case Agent had prepared the logs but failed to file them.

SA Fox admitted his deficiency and stated he assumed the surveillance logs were in the Chief Clerk's Office awaiting assembly to file.

RECOMMENDATIONS

1. That no administrative action be taken against SA Fox as this was the primary responsibility of the case Agent to file the logs.
2. That SA Fox be retained as Relief Supervisor.
3. Recommendations concerning other personnel being handled separately.
4. There is no SOG culpability as the error could only have been detected from review of the field office file.

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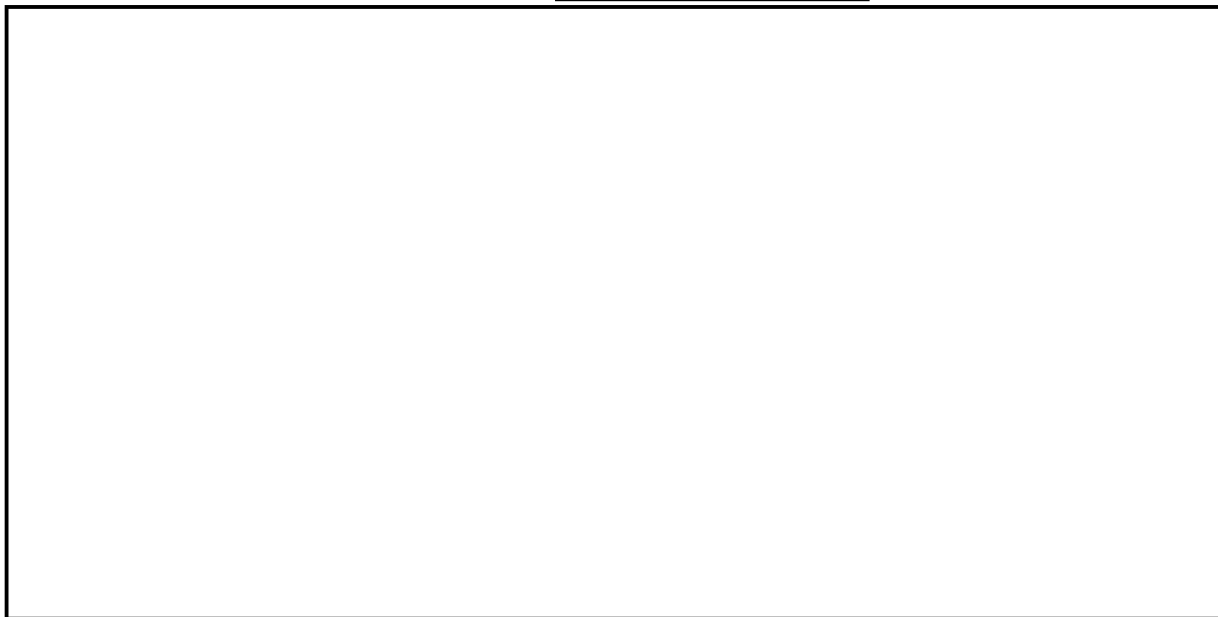
SUBSTANTIVE ERROR WRITEUP



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WAS INSPECTOR WILLIAM A. SULLIVAN: The [] case is a pending case reopened on 1/14/70 and assigned to SA []; case previously assigned to SA [] on 10/17/69. The [] case is a closed case which was assigned to SA [] on 11/17/69. Both cases supervised by SA [].

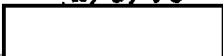
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The cover

Chicago Inspection
2/9/70



ENCLOSURE

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letter states that surveillance logs are maintained in the 1-A Section of Chicago file [REDACTED]. Case was RUC'd on this communication and action was approved by SA [REDACTED], Supervisor.

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[REDACTED]

[REDACTED] The cover letter states that surveillance logs are maintained in the 1-A Section of Chicago file [REDACTED]. Case was RUC'd on this communication and action was approved by SA JAMES M. FOX, Relief Supervisor.

Review of files discloses the physical surveillance logs referred to above are not maintained in the files as stated and there is no notation on the 1-A envelope that they have been placed in the 1-A Section of the respective files.

Manual of Instructions, Volume I, Section 4, specifically instructs that surveillance logs are original records of subject's activities and they are to be retained permanently.

EXPLANATIONS REQUESTED: 1. SA [REDACTED] is requested to explain why he failed to see that the surveillance logs were placed in the 1-A Section of the respective cases.

2. SA [REDACTED] is requested to explain why he failed to detect these delinquencies in his overall supervision of these two cases.

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3. Relief Supervisor JAMES M. FOX is requested to explain why he approved the closing communication dated 12/29/69 regarding [REDACTED] without reviewing file to make certain surveillance logs were in file.

4. Comments of SAC are requested.

SA []:

I have read the Inspector's comments and I am most regretful I delayed in getting the logs into the LA Exhibit Section of the pertinent file. I had inadvertently left these logs in with other current work and thereby failed to insert them according to rules set out in the Manual Of Instructions. I realize the seriousness in this delay and I can assure you this will not recur in the future. I have had the logs placed in the correct files.

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Relief Supervisor JAMES M. FOX: I have read the Inspector's comments and with regard to why I approved the closing communication without reviewing file to make certain surveillance logs were in the file, I can only say that I know SA [] to be a fully experienced Agent. In this instance I assumed the logs were in the CCO awaiting assembly to this file. I am fully aware of my error in this instance and now realize I should have made a personal check for same. I am regretful this occurred and I can assure you I will be more careful in the future.

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SA []:

I have read the Inspector's comments and wish to state I regret not having detected the delinquencies noted. I can assure you constant attention will be given by me to similar matters in the future and such will not again occur.

SAC COMMENTS:

I have carefully reviewed the Inspector's write-up together with the explanations of the above-named Agents. It is deeply regretted that this dereliction occurred. This is definitely not typical of the work of these very conscientious Agents. Every effort will be made to insure that an error of this type does not recur.

7/18 INSPECTOR WILLIAM A. SULLIVAN: There appears to be no Seat
of Government responsibility
since substantive delinquencies noted could only have been
detected by a review of the field office file.

UNITED STATES GOVERNMENT

Memorandum

TO : DIRECTOR, FBI

DATE: 1/8/70

FROM : SAC, CHICAGO

INTERVIEW OR REPORT
RE SICK LEAVE

SUBJECT: JAMES M. FOX
SPECIAL AGENT

- ☒ Captioned employee has been absent because of illness on four separate occasions of a day or more within six months or less on the dates set out below and has explained these absences as follows:
- ☐ The attendance record of captioned employee has previously been brought to the Bureau's attention, and this is a follow-up report. Since the last report to the Bureau, the employee has had the following illness absences of a day or more:

Date	Reason	Date	Reason
10/1 - 10/2/69	Ear infection		
10/31/69	Sore throat		
12/9/69	Cold		
12/19/69	Cold		

Employee has 465 hours of sick leave accrued.

CHECK AND COMPLETE APPLICABLE ITEMS

- ☐ Under a physician's care? _____
- ☒ Employee was advised attendance would be followed.
- ☒ Attitude of employee was Excellent
- ☐ Employee was referred to Health Service (where available) for assistance.
- ☐ Communication previously submitted re employee's sick leave, dated _____
- ☒ Work record is Excellent
- ☐ Additional comments.

RECOMMENDATION(S)

- ☐ Employee's leave record is considered to be so aggravated as to require submission of doctor's certificate for future sickness absences of a day or more, and this will be done, UACB. Employee was advised if absences not supported by doctor's certificate, annual leave will be charged and if no annual leave accrued, leave without pay will be charged.

- ☒ No action necessary; for information.
- ☐ Follow-up report will be submitted in 60 days.

67-NOT RECORDED
7 JAN 13 1970 31

Interview conducted by (signature)
Supervisor

Title

b6
b7C

b6
b7C

October 24, 1969

Mr. James M. Fox
Federal Bureau of Investigation
Chicago, Illinois

Dear Mr. Fox:

I want to express my sincere sympathy to
you on the passing of your Father.

The thoughts of your many friends in the
FBI are with you, and it is hoped that you will find some
consolation in this sharing of your sorrow.

Sincerely,

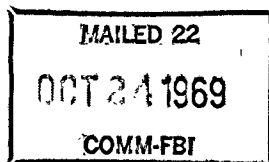
J. Edgar Hoover

1 - SAC, Chicago (Personal Attention)

PSD
(4)

67-NOT RECORDED-10

b6
b7c



Tolson _____
DeLoach _____
Walters _____
Mohr _____
Bishop _____
Casper _____
Callahan _____
Conrad _____
Felt _____
Gale _____
Rosen _____
Sullivan _____
Tavel _____
Trotter _____
Tele. Room _____
Holmes _____
Gandy _____

5 OCT 29 1969

MAIL ROOM ☐ TELETYPE UNIT ☐

PERSONAL INFORMATION
AND/OR
REQUEST FOR LEAVE

TO : DIRECTOR, FBI

DATE: 10/21/69

FROM: SAC, CHICAGO

Name: JAMES M. FOX Social Security No. 340-30-8781

Assigned: Chicago EOD: 9/10/62

REQUEST FOR LEAVE WITHOUT PAY			LWOP from _____ to _____	
Hours of annual leave accrued	Hours of sick leave (if applicable)	Desires advanced annual leave in addition to LWOP <input type="checkbox"/> Yes <input type="checkbox"/> No		
Reason:				
ILLNESSES				
Nature of illness: (Indicate extent of, description, and current condition under Remarks) (Date of surgery and postoperative condition must be indicated under Remarks) <input type="checkbox"/> Accident <input type="checkbox"/> Injury <input type="checkbox"/> Disease <input type="checkbox"/> Operation				
Date sick leave commenced		Date ceased active duty		Expected date of return to duty
Address: Confined at: <input type="checkbox"/> Hospital <input type="checkbox"/> Residence				
EMPLOYEE REQUESTS ADVANCED SICK LEAVE after accrued <input type="checkbox"/> sick leave <input type="checkbox"/> sick and annual leave Employee has _____ hours of annual leave and _____ hours of sick leave (if applicable) accrued.				
DEATHS				
<input checked="" type="checkbox"/> Father <input type="checkbox"/> Mother <input type="checkbox"/> Spouse <input type="checkbox"/> Daughter <input type="checkbox"/> Brother <input type="checkbox"/> Sister <input type="checkbox"/> Son <input type="checkbox"/> Other Relationship _____				
Name of deceased FERN FOX		Date and place of death 10/20/69, Chicago, Illinois		
Employee's residence address 140 South Lincoln Westmont, Ill. 60659		If employee is leaving residence because of this death, what will be his temporary address? Time and date of departure: _____ Anticipated time and date of return: _____		

ADDITIONAL REMARKS AND/OR REASONS FOR REQUEST WHICH WILL BE GRANTED, UACB.

(1)

REC-142
67-592577-70
Searched
INDEXED
OCT 27 1969
FBI - CHICAGO
10-24-69
ADMIN. DIV.

FEDERAL BUREAU OF INVESTIGATION

NAME: LAST, FIRST, MIDDLE FOX JAMES M	SOCIAL SECURITY NUMBER 340-30-8781
--	---

CODE-NATURE OF ACTION		NOTIFICATION OF BASIC CHANGE		EFFECTIVE DATE	DATE OF LAST EQUIV. INCR.
<input type="checkbox"/> 892—QUALITY INCREASE	<input type="checkbox"/>	<input type="checkbox"/> 896—ADMIN. PAY INCREASE			
<input checked="" type="checkbox"/> 893—WITHIN GRADE INCREASE	<input type="checkbox"/>	<input type="checkbox"/> 897—ADMIN. PAY DECREASE			
<input type="checkbox"/> 894—PAY ADJUSTMENT	<input type="checkbox"/>	OTHER (SPECIFY IN REMARKS)		6/15/69	6/16/68
GRADE OR LEVEL GS-12	STEP OR RATE STEP 3	OLD SALARY \$12,580.00	NEW SALARY \$12,986.00		

DATA ON UNPAID ABSENCE		PERIOD(S)	TOTAL EXCESS	IN PAY STATUS AT END OF WAITING PERIOD	INITIALS
				YES	3/

☒ EMPLOYEE'S WORK IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.

☐ EMPLOYEE'S PERFORMANCE RATING IS SATISFACTORY OR BETTER.

REMARKS:

RECORDED
14 JUN 19 1969

J. Edgar Hoover

JOHN EDGAR HOOVER
DIRECTOR

6/ 9/69
(DATE)

PERSONNEL FILE COPY

b6
b7C

Chicago Field Office

Routing Slip
FD-4 (Rev. 4-28-67)

Date 4/4/69

To:

☒ Director

FILE

Att.: ROOM 4535

Title SUPERVISION OF WORK

☐ SAC

CHART - CHICAGO DIVISION
3/69

☐ ASAC

☐ Supv.

☐ Agent

☐ SE

☐ IC

☐ CC

☐ Steno

☐ Clerk

RE:

☐ Rotor #:

ACTION DESIRED

☐ Acknowledge

☐ Assign Reassign

☐ Bring file

☐ Call me

☐ Correct

☐ Deadline

☐ Deadline passed

☐ Delinquent

☐ Discontinue

☐ Expedite

☐ File

☐ For information

☐ Handle

☐ Initial & return

☐ Leads need attention

☐ Return with explanation or notation as to action taken.

☐ Open Case

☐ Prepare lead cards

☐ Prepare tickler

☐ Return assignment card

☐ Return file

☐ Search and return

☐ See me

☐ Serial #

☐ Post ☐ Recharge ☐ Return

☐ Send to

☐ Submit new charge out

☐ Submit report by

☐ Type

Bureau requested to make the following changes on above-captioned chart: Delete SA [redacted] as Relief Sup. from S#4 Squad (CG let 4/1/69); add SA JAMES H. FOX as Relief to S#3 Desk (Bulet 3/17/69); delete SA MAURICE F. DEAN as Relief from S#2 Squad (CG Let 3/17/69); delete 25 matters from C#4 Squad. All 25-matters being handled by C#5 Squad. M. W. JOHNSON

See reverse side

Office

CHICAGO

* GPO : 1968 O - 306-085 (5)

EROX

67-NOT RECORDED-10

MAY 3 1969

MAY 2 1969

34

FEDERAL BUREAU OF INVESTIGATION
UNITED STATES DEPARTMENT OF JUSTICE

REPORT OF PERFORMANCE RATING

Name of Employee: JAMES M. FOX #340-30-8781Where Assigned: CHICAGO
(Division) (Section, Unit)Official Position Title and Grade: SPECIAL AGENT GS-12Rating Period: from April 1, 1968 to March 31, 1969ADJECTIVE RATING: EXCELLENT
Outstanding, Excellent, Satisfactory, UnsatisfactoryEmployee's
Initials*QMF*Rated by: [Signature] SUPERVISOR 3/31/69
Signature Title DateReviewed by: [Signature] SPECIAL AGENT 3/31/69
Signature Title DateRating Approved by: M. W. JOHNSON Assistant Director MAY 5 1969
Signature Title Date

TYPE OF REPORT

☒ Official
☒ Annual☐ Administrative
☐ 60-Day
☐ 90-Day
☐ Transfer
☐ Separation from Service
☐ Special

REC-146

67-18192-22-68

8 APR 18 1969

MAY 8 1969

PERFORMANCE RATING GUIDE FOR INVESTIGATIVE PERSONNEL

(For use as attachment to Performance Rating Form No. FD-185)

Name of Employee JAMES M. FOX Title SPECIAL AGENT
Rating Period: from 4/1/68 to 3/31/69

RATING GUIDE AND CHECK-LIST

Notes: Only those items having pertinent bearing on employee's performance should be rated. All employees in same salary grade should be compared.

RATE ITEMS AS FOLLOWS:

- + Outstanding (exceeding excellent and deserving of special commendation).
E Excellent.
✓ Satisfactory (good or very good).
- Unsatisfactory.
0 No opportunity to appraise performance during rating period.

Guide for determining adjective ratings:

- "Outstanding" adjective rating requires (A) that all elements be + and (B) that each and every rated element be factually justified by narrative details, including reasons for considering each worthy of Special Commendation and be attached to FD-185a.
- "Excellent," "Satisfactory" or "Unsatisfactory" adjective ratings will depend upon the composite result of evaluating all rated elements rather than following any mechanical formulas; however, for an employee to be rated "Excellent" he must not be rated unsatisfactory on any performance evaluation factors on the rating guide and check-list and must be rated "Excellent" or "Outstanding" on the majority of such rating factors. Good judgment must be exercised to insure that adjective rating is reasonable in the light of elements rated.
 - Any element rated "Unsatisfactory" must be supported by narrative comments.
 - An official rating of "Unsatisfactory" must be supported in writing stating (1) wherein the performance is unsatisfactory, (2) the facts of the (90-day) prior warning, and (3) the efforts made after the warning to help the employee bring his performance up to a satisfactory level and must be attached to FD-185a.

- | | |
|---|---|
| <u>E</u> (1) Personal appearance. | <u>E</u> (16) Firearms ability. |
| <u>E</u> (2) Personality and effectiveness of his personal contacts. | <u>E</u> (17) Development of informants and sources of information. |
| <u>+</u> (3) Attitude (including dependability, cooperativeness, loyalty, enthusiasm, amenability and willingness to equitably share work load). | <u>E</u> (18) Reporting ability: <ul style="list-style-type: none"> <u>E</u> (a) Investigative reports <u>0</u> (b) Summary reports <u>E</u> (c) Memos, letters, wires (Consider: <u>E</u> conciseness; <u>E</u> clarity; <u>E</u> organization; <u>E</u> thoroughness; <u>E</u> accuracy; <u>E</u> adequacy and pertinency of leads; <u>E</u> administrative detail.) |
| <u>E</u> (4) Physical fitness (including health, energy, stamina). | <u>0</u> (19) Performance as a witness. |
| <u>E</u> (5) Resourcefulness and ingenuity. | <u>0</u> (20) Executive ability: <ul style="list-style-type: none"> <u>+</u> (a) Leadership <u>+</u> (b) Ability to handle personnel <u>+</u> (c) Planning <u>+</u> (d) Making decisions <u>+</u> (e) Assignment of work <u>+</u> (f) Training subordinates <u>+</u> (g) Devising procedures <u>+</u> (h) Emotional stability <u>+</u> (i) Promoting high morale <u>+</u> (j) Getting results |
| <u>E</u> (6) Forcefulness and aggressiveness as required. | <u>E</u> (21) Ability on raids and dangerous assignments: <ul style="list-style-type: none"> <u>+</u> (a) As leader <u>+</u> (b) As participant |
| <u>+</u> (7) Judgment, including common sense, ability to arrive at proper conclusions, ability to define objectives. | <u>+</u> (22) Organizational interest, such as making of suggestions for improvement. |
| <u>+</u> (8) Initiative and the taking of appropriate action on own responsibility. | <u>+</u> (23) Ability to work under pressure. |
| <u>+</u> (9) Planning ability and its application to the work. | <u>+</u> (24) Miscellaneous. Specify and rate: <ul style="list-style-type: none"> <u>E</u> Dictation ability <u>E</u> applicant recruiting |
| <u>+</u> (10) Accuracy and attention to pertinent detail. | |
| <u>+</u> (11) Industry, including energetic, consistent application to duties. | |
| <u>+</u> (12) Productivity, including amount of acceptable work produced and rate of progress on or completion of assignments. Also consider adherence to deadlines unless failure to meet is attributable to causes beyond employee's control. | |
| <u>E</u> (13) Knowledge of duties, instructions, rules and regulations, including readiness of comprehension and "know how" of application. | |
| <u>E</u> (14) Investigative ability and results: <ul style="list-style-type: none"> <u>+</u> (a) Internal security cases <u>0</u> (b) Criminal or general investigative cases <u>0</u> (c) Fugitive cases <u>0</u> (d) Applicant cases <u>0</u> (e) Accounting cases | |
| <u>E</u> (15) Physical surveillance ability. | |

- A. Specify general nature of assignment during most of rating period (such as security, criminal, applicant squad, or as Resident Agent, supervisor, instructor, etc.):

Espionage-Foreign Intelligence

- B. Specify employee's most noteworthy special talents (such as investigator, desk man, research, instructor, speaker):

Investigator; Chinese speaking (Toyshan); Relief Supervisor

- C. (1) Is employee available for general assignment wherever needs of service require? yes (If answer is not "yes," explain in narrative comments.)
(2) Is employee available for special assignment wherever needs of service require? yes (If answer is not "yes," explain in narrative comments.)

- D. 1. Has employee had an abnormal sick leave record during rating period? --- 2. Has employee used more sick leave (including annual leave or LWOP for illness) during rating period than the amount of sick leave earned during such period? no (If answer to either question is "yes," explain in narrative comments.)

- E. Is employee qualified to operate a motor vehicle incidental to his official duties? ☒ Yes ☐ No
If answer is "yes," personnel file must reflect the following: (a) Has valid State or local operator's license for type vehicle he is to use.
(b) Is physically fit to drive. (c) Past safe-driving record OK or has passed Bureau road test.

ADJECTIVE RATING:

EXCELLENT

Outstanding, Excellent, Satisfactory, Unsatisfactory

EMPLOYEE'S INITIALS

gwf

NARRATIVE COMMENTS

1. PERSONAL APPEARANCE AND PERSONALITY: SA FOX is a tall, athletic-appearing agent who dresses neatly and in a businesslike fashion. He presents an excellent appearance as a Bureau representative. He is well-liked by all with whom he comes in contact and has a very pleasing personality.

2. ABILITY TO PARTICIPATE IN RAIDS AND DANGEROUS ASSIGNMENTS:

During the rating period, SA FOX participated in dangerous assignments in a capable manner.

3. LIMITATIONS ON AVAILABILITY; PHYSICAL LIMITATIONS AFFECTING PERFORMANCE; AND SICK LEAVE INFORMATION:

SA FOX is completely available for general or special assignment and has no known physical limitations which would affect his performance as a Special Agent.

4. TYPE OF CASES OR WORK HANDLED AND APPRAISAL OF OVER-ALL PERFORMANCE INCLUDING ABILITY TO HANDLE COMPLICATED INVESTIGATIVE MATTERS AND SUPERVISION REQUIRED:

SA FOX, during the rating period, was assigned to the Espionage-Foreign Intelligence Squad where most of his assignments were in the Chinese field. He is a language-trained agent in the Chinese (Toyshan) language, which ability has assisted him greatly in the handling of his work. He repeatedly demonstrated during the rating period his ability to handle complicated security investigations with less than average amount of supervision for an agent of his experience in the security field. He is a very industrious agent who produces a very high volume of accurate work. He has an outstanding attitude towards the Bureau and its work. He repeatedly demonstrated during the rating period the ability to work under pressure. His work has reflected the use of initiative as well as outstanding judgment. During the rating period, he participated vigorously in the applicant program making numerous personal contacts, both during duty and off-duty hours in an attempt to assist in carrying out the Bureau's program in this area. His overall work during the rating period was excellent and his rating in Grade GS-12 is excellent.


Initials

5. NUMBER OF INCENTIVE AWARDS AND COMMENDATIONS RECEIVED:

During the rating period, SA FOX received three general letters of commendation received by employees of the Chicago Office from the Director for work performed.

6. DISCIPLINARY ACTION AND JUSTIFICATION FOR ANY UNSATISFACTORY ITEMS:

(List items taken into consideration on rating guide and check list.)

NA

7. PARTICIPATION IN INFORMANT PROGRAMS: During the rating period, SA FOX did not develop any Bureau approved informants; however, he did develop two sources of information who have furnished valuable data

b3
b7E

8. TESTIFYING EXPERIENCE AND ABILITY:

SA FOX by virtue of his assignment did not testify during the rating period; however, prior thereto, SA FOX testified in USDC in an excellent manner.

9. ACCOUNTING INFORMATION:

NA

10. POLICE INSTRUCTION:

NA

11. RESIDENT AGENTS:

NA


Initials

12. EXPERIENCE AND ABILITY AS INSPECTOR'S AIDE:

NA

13. FOREIGN LANGUAGE ABILITY:

Language in which proficient Chinese (Toyshan)

Completed language school ☒ Yes ☐ No

Fluent in Chinese (Toyshan) language to extent Agent can handle typical investigative problems as follows: (1) Conversation form ☒ Yes ☐ No
(2) Written form ☒ Yes ☐ No

Evaluate language proficiency in each phase as excellent, very good, good, fair or unsatisfactory

<u>Language</u>	<u>Read</u>	<u>Write</u>	<u>Speak</u>	<u>Understand</u>
<u>Chinese (Toyshan)</u>	<u>Fair</u>	<u>Fair</u>	<u>Good</u>	<u>Good</u>

Frequency Chinese (Toyshan) language ability used during rating period: Several times a week

Frequency of use of Chinese (Toyshan) language ability anticipated during ensuing year:
Several times a week

14. ADMINISTRATIVE ADVANCEMENT:

- (a) Agent is interested in administrative advancement. ☒ Yes ☐ No
- (b) Agent is completely available for administrative advancement. ☒ Yes ☐ No
- (c) Agent is considered completely qualified at present for administrative advancement, including experience, ability, personality and appearance. ☐ Yes ☒ No
- (d) If answer to (c) is "Yes," Agent's qualifications are considered
☐ very good ☐ excellent ☐ outstanding
- (e) If answer to (c) is "No," is Agent considered to have potential for future administrative advancement? (If applicable, explanatory comments required.) ☒ Yes ☐ No

The Bureau approved SA FOX as a Relief Supervisor for the S-3 Desk on 3/17/69. He is currently undergoing desk training and it is expected with further experience he will become completely qualified in the future. SA FOX has not been rated under Section 20 (Executive Ability) on the Rating Guide since he was only recently made a Relief Supervisor.


Initials

UNITED STATES GOVERNMENT

Memorandum

TO : DIRECTOR, FBI

DATE: 4/2/69

FROM : SAC, CHICAGO

SUBJECT: JAMES M. FOX
SPECIAL AGENT
CHICAGO DIVISION
RELIEF SUPERVISORY TRAINING

Re Bureau letter dated 3/17/69, authorizing appointment of SA JAMES M. FOX as a Relief Supervisor.

Bureau is advised SA JAMES M. FOX has received five days training on the S-3 Desk during the week commencing March 24, 1969. Hereafter, he will be utilized in a supervisory capacity on the S-3 Desk in the Chicago Division only in the absence of the full-time supervisor.

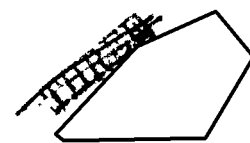
2 - Bureau (RM)
2 - Chicago
(1 - 66-4787)

(4)

b6
b7C

b6
b7C

59-526-67



SAC, Chicago

3-17-69

DIRECTOR, FBI

PERSONAL ATTENTION

SUPERVISORY ORGANIZATION
CHICAGO DIVISIONReurlet 3-7-69 .

SA James M. Fox is approved as a relief supervisor in your office. He must be afforded training for five days with a full-time supervisor, after which time his services are to be used in this capacity only in the absence of full-time supervisory personnel. Subsequent to this initial training, additional training may be afforded him up to two hours per week after the end of the regular workday.

1 - Movement Unit

① Personnel file of SA James M. Fox

☐ (6)

NOTE: SA Fox EOD as SA 5-27-63 and is in GS 12, \$12,580. He is completely available, interested in, considered to have potential for administrative advancement and handles complicated investigative matters with a minimum of supervision. Services have been satisfactory with no censures or commendations. Rated Excellent on 1968 annual performance report and overtime satisfactory. SAC observes SA Fox is intelligent, conscientious and resourceful, and has demonstrated an excellent administrative aptitude and ability in the handling of his cases, further noting his industry, productivity and over-all professional competence in the dispatch of his duties have been most commendable.

b6
b7cDUPLICATE YELLOW
11

UNITED STATES GOVERNMENT

Memorandum

TO : DIRECTOR, FBI

DATE: 3/7/69

FROM : SAC, CHICAGO

SUBJECT: SA JAMES M. FOX
RECOMMENDATION FOR APPROVAL
AS RELIEF SUPERVISOR

SA FOX entered on duty with the Bureau as a Clerk on September 10, 1962, and has been a Special Agent since May 27, 1963. He is presently in Grade GS-12. He has been assigned to the Chicago Office since June 7, 1965, and since that time has worked on Security Squad #3 which handles espionage and foreign intelligence matters. He is a Chinese-Toyshan Language trained agent.

The majority of SA FOX's assignments have been in the Chinese field and his industry, productivity, and over-all professional competence in the dispatch of his duties have been most commendable. He has handled complicated investigative matters with a minimum of supervision and is intelligent, conscientious, and resourceful. He is extremely perceptive in his investigative outlook, thorough in the handling of his assignments, and demonstrates a clear recognition of the objectives of an investigation.

SA FOX has indicated a sincere interest in advancing administratively in the Bureau and it is my feeling that with additional training he will be capable of assuming greater responsibilities. He has demonstrated an excellent administrative aptitude and ability in the handling of his cases. He has been afforded limited opportunity for administrative training, including supervision of small groups of agents engaged in such intra-squad projects as physical surveillance, and he has performed in an excellent manner. During the performance of these duties, he has earned the respect of those agents for whom he is responsible.

SA FOX has at all times shown complete amenability towards the equitable sharing of the office workload and his VOT is consistently comparable to or above the average of the office and the squad. b6

On March 7, 1969, SA FOX was weighed by the Chicago Office Nurse [redacted] and weighed 171 pounds. He is 72" tall, has a large frame, and is within the Bureau's desired weight limits. b6
b7C

② - Bureau (RM)

2 - Chicago

(1 - 67-832)

67-4787

(4)

Buy U.S. Savings Bonds Regularly on the Payroll Savings Plan



CG 67-

Bureau authority is requested to authorize SA FOX as a Relief Supervisor on the S-3 Squad of the Chicago Office. If approved, he will be afforded an initial five day training period and will not thereafter be utilized in a supervisory capacity on this desk except in the absence of the full-time supervisor.

UNITED STATES GOVERNMENT

Memorandum

b6
b7C

TO : DIRECTOR, FBI

DATE: 2/7/69

FROM : SAC, CHICAGO

INTERVIEW OR REPORT
RE SICK LEAVE

SUBJECT: JAMES M. FOX
SPECIAL AGENT

- ☒ Captioned employee has been absent because of illness on four separate occasions of a day or more within six months or less on the dates set out below and has explained these absences as follows:
- ☐ The attendance record of captioned employee has previously been brought to the Bureau's attention, and this is a follow-up report. Since the last report to the Bureau, the employee has had the following illness absences of a day or more:

Date	Reason	Date	Reason
8/28/68	Sinus infection		
12/10-11/68	Flu		
12/16-17/68	Flu		
2/3/69	Cold		

Employee has 433 hours of sick leave accrued.

CHECK AND COMPLETE APPLICABLE ITEMS

- ☐ Under a physician's care? _____
- ☒ Employee was advised attendance would be followed.
- ☒ Attitude of employee was Excellent
- ☐ Employee was referred to Health Service (where available) for assistance.
- ☐ Communication previously submitted re employee's sick leave, dated _____
- ☒ Work record is excellent
- ☐ Additional comments.

RECOMMENDATION(S)

- ☐ Employee's leave record is considered to be so aggravated as to require submission of doctor's certificate for future sickness absences of a day or more, and this will be done, UACB. Employee was advised if absences not supported by doctor's certificate, annual leave will be charged and if no annual leave accrued, leave without pay will be charged.

- ☒ No action necessary; for information.
- ☐ Follow-up report will be submitted in 60 days.

7 FEB 11 1969

Interview conducted by (signature)
Supervisor

Title

THREE

b6
b7C

SAC Chicago

7/9/68

Director, FBI

James M. Fox
SPECIAL AGENT

The above-captioned Special Agent attended the following training course(s):

In-Service: from 6/24/68 to 7/5/68☐ Criminal☐ Accounting☐ Security☐ Expert Firearms-Defensive Tactics☐ Basic☐ Advanced☒ Chinese Matters In-Service

The firearms scores should be entered on the individual field firearms training record (FD-40). The following grades were attained.

Notebook	_____	
Examination	_____	
Shotgun Course #2	_____	
Rifle	_____	89
Machine Gun	_____	82
_____	_____	

Specialized Training:

	From	To
Admin. Firearms:	_____	_____
_____ :	_____	_____

b6
b7c

MAILED 9
JUL 9 1968
COMM-FBI

Tolson _____
DeLoach _____
Mohr _____
Bishop _____
Casper _____
Callahan _____
Conrad _____
Felt _____
Gale _____
Rosen _____
Sullivan _____
Tavel _____
Trotter _____
Tele. Room _____
Holmes _____
Gandy _____

I-SA JAMES M. FOX
CHICAGO

67-NOT RECORDED
JUL 10 1968
MAIL ROOM

NOTIFICATION OF PERSONNEL ACTION
(EMPLOYEE — See General Information on Reverse)

5 PART
50-124-04

(FOR AGENCY USE)

1. NAME (CAPS) LAST—FIRST—MIDDLE FOX, JAMES M. (MR.)		2. (FOR AGENCY USE)		3. BIRTH DATE (Mo., Day, Year) 12-23-37		4. SOCIAL SECURITY NO. 340-30-8781	
5. VETERAN PREFERENCE 1 1—NO 2—5 PT. 3—10 PT. DISAB. 4—10 PT. COMP. 5—10 PT. OTHER		6. TENURE GROUP		7. SERVICE COMP. DATE		8. PHYSICAL HANDICAP CODE	
9. FEGLI 1—COVERED 2—INELIGIBLE 3—WAIVED		10. RETIREMENT 1—CS 2—FICA 3—FS 4—NONE 5—OTHER		11. (FOR CSC USE)			
12. CODE NATURE OF ACTION PROMOTION		13. EFFECTIVE DATE (Mo., Day, Year) 6-16-68		14. CIVIL SERVICE OR OTHER LEGAL AUTHORITY EXCEPTED BY LAW			
15. FROM: POSITION TITLE AND NUMBER Special Agent 61-F-46 170		16. PAY PLAN AND OCCUPATION CODE GS Series 1811		17. (a) GRADE OR LEVEL 11		(b) STEP OR RATE 5	
						18. SALARY \$10,945 pa	
19. NAME AND LOCATION OF EMPLOYING OFFICE							

20. TO: POSITION TITLE AND NUMBER Special Agent 61-F-47 170		21. PAY PLAN AND OCCUPATION CODE GS Series 1811		22. (a) GRADE OR LEVEL 12		(b) STEP OR RATE 2		23. SALARY \$11,843 pa	
24. NAME AND LOCATION OF EMPLOYING OFFICE									

25. DUTY STATION (City—county—State) S. & E., FBI				26. LOCATION CODE	
27. APPROPRIATION		28. POSITION OCCUPIED 1—COMPETITIVE SERVICE 2 2—EXCEPTED SERVICE		29. APPORTIONED POSITION FROM: 1—PROVED-1 2—WAIVED-2 TO: STATE	
30. REMARKS: A. SUBJECT TO COMPLETION OF 1 YEAR PROBATIONARY (OR TRIAL) PERIOD COMMENCING B. SERVICE COUNTING TOWARD CAREER (OR PERMANENT) TENURE FROM: SEPARATIONS: SHOW REASONS BELOW, AS REQUIRED. CHECK IF APPLICABLE: <input type="checkbox"/> C. DURING PROBATION <input type="checkbox"/> D. FROM APPOINTMENT OF 6 MONTHS OR LESS					

67-NOT RECORDED
18 JUN 18 1968

31. DATE OF APPOINTMENT AFFIDAVIT (Accessions only)		34. SIGNATURE (Or other authentication) AND TITLE J. E. Hoover Director	
32. OFFICE MAINTAINING PERSONNEL FOLDER (If different from employing office)		35. DATE 6-10-68	
33. CODE EMPLOYING DEPARTMENT OR AGENCY DJ 02 FEDERAL BUREAU OF INVESTIGATION WASHINGTON, D.C. 20535			
4. PERSONNEL FOLDER COPY			

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100-116

June 10, 1968

Mr. James M. Fox
Federal Bureau of Investigation
Chicago, Illinois

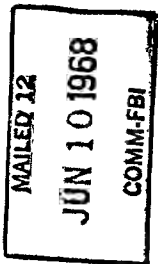
Dear Mr. Fox:

I am indeed pleased to advise you of your promotion to Grade GS 12, \$11,843 per annum, as a Special Agent, effective June 16, 1968.

Sincerely yours,

John Edgar Hoover
Director

1 - SAC, Chicago (PERSONAL ATTENTION) Enclosure



The enclosed "Application for Additional Group Life Insurance" should be given to employee who should be advised that if enrolled under SAMBA, entitlement exists to exercise option to obtain maximum life insurance for grade as explained in application form. In applying for this insurance, the enclosed application should be executed and mailed to SAMBA. To avoid submitting a Personal Health Statement, the application should be mailed within sixty days after the effective date of this promotion.

1 -
1 - Movement
1 -

is* (6) 67-592577

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Tolson _____
DeLoach _____
Mohr _____
Bishop _____
Casper _____
Callahan _____
Conrad _____
Felt _____
Gale _____
Rosen _____
Sullivan _____
Tavel _____
Trotter _____
Tele. Room _____
Holmes _____
Gandy _____

MAIL ROOM ☐

TELETYPE UNIT ☐

UNITED STATES GOVERNMENT

Memorandum

TO : Mr. Callahan

DATE: 6-6-68

FROM : J. B. Adams

PROMOTION MATTER

SUBJECT: JAMES M. FOX

Special Agent

Chicago

GS-11; \$ 10,623; EOD 5-27-63

The above-named Agent is being considered for promotion to Grade GS-12 in accordance with Bureau policy that an Agent is eligible to be so considered after serving at least 3 years in Grade GS-11. He has been in this grade since 6-6-65. His file has been carefully reviewed and he meets the qualifications for this promotion. Applicable items as to his work and performance are indicated below.

- ☒ Current work performance meets minimum requirement (Rating of Satisfactory with comments indicating above-average performance for GS-11 promotion; Rating of Excellent for GS-12 promotion)
- ☒ Recommended for promotion by his SAC or Assistant Director
- ☒ Available for general and special assignment
- ☒ Overtime performance satisfactory
- ☒ Weight within desirable limits
- ☒ Since in his present grade he has not been subject to disciplinary action and has been commended 0 times and received 0 Incentive Awards
- ☒ Itemized statistical accomplishments and/or cases closed for past three months. Any additional pertinent comments under Remarks.

Cases closed and Month	FEBRUARY	MARCH	APRIL
Agent's Average ...	14	14	18
Squad Average ...	6.9	11.4	11.9

REMARKS

REC-146

67-592577-65

During the past year he developed a Bureau approved Potential Security Informant as well as a Bureau approved confidential source, both [redacted] and both of whom have provided information of great value to the Bureau [redacted].

RECOMMENDATION:

Promotion to Grade GS-12 at this time.

(2)

Tolson _____ b6
DeLoach _____ b7C
Mohr _____
Bishop _____
Casper _____
Callahan _____
Conrad _____
Felt _____
Gale _____
Rosen _____
Sullivan _____
Tavel _____
Trotter _____
Tele. Room _____
Holmes _____
Gandy _____

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FEDERAL BUREAU OF INVESTIGATION

NAME: LAST, FIRST, MIDDLE	SOCIAL SECURITY NUMBER
---------------------------	------------------------

NOTIFICATION OF BASIC CHANGE		EFFECTIVE DATE	DATE OF LAST EQUIV. INCR.
892 -- LOCALITY INCREASE	<input type="checkbox"/>	896 -- ADMIN. PAY INCREASE	<input type="checkbox"/>
893 -- WITHIN GRADE INCREASE	<input type="checkbox"/>	897 -- ADMIN. PAY DECREASE	<input type="checkbox"/>
894 -- PAY ADJUSTMENT	<input type="checkbox"/>	OTHER (SPECIFY IN REMARKS)	<input type="checkbox"/>
895 -- STEP OR RATE	OLD SALARY	NEW SALARY	

DATA ON UNPAID ABSENCE			
PERIODS	TOTAL EXCESS	IN PAY STATUS AT END OF WAITING PERIOD	INITIALS

67-NOT RECORDED

13 JUN 11 1968

EMPLOYEE'S PERFORMANCE RATING IS ACCEPTABLE LEVEL OF COMPETENCE.

EMPLOYER'S PERFORMANCE RATING IS SATISFACTORY OR BETTER.

67-NOT RECORDED
18 JUN 7 1968
REMARKS:

J. Edgar Hoover

JOHN EDGAR HOOVER
DIRECTOR

(DATE)

PERSONNEL FILE COPY

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**UNITED STATES DEPARTMENT OF JUSTICE
FEDERAL BUREAU OF INVESTIGATION**

*In Reply, Please Refer to
File No.*

Director
Federal Bureau of Investigation
United States Department of Justice
Washington, D. C. 20535

Dear Sir:

For inclusion in the fund to be paid to the designated beneficiary of any Special Agent of the FBI who has previously contributed to this fund and who dies from any cause except self-destruction while employed as a Special Agent, I am forwarding herewith (by Check - Money Order) the sum of \$20, payable to S.A.I.F., to be included in said fund. Payment will be made for death by self-destruction after the Agent has been a member of the fund for a continuous period of two years. It is understood and agreed that the sum tendered herewith is a voluntary, gratuitous contribution to said fund which I understand is to be administered in the following manner.

The Director of the FBI will appoint a committee which shall consider all matters pertaining to the acquisition, safe keeping and expending of said fund, which committee will recommend appropriate action to the Director in pertinent matters. The Assistant Director of the Administrative Division of the FBI shall receive all contributions and account for same to the Director. Upon the death of any Special Agent who is a member of said fund the appointed committee will consider the case and submit a recommendation to the Director as to its conclusions. Appropriate instructions will then be issued to the Assistant Director of the Administrative Division, directing him to pay to the designated beneficiary the sum of \$20,000. The liability of the fund shall not under any circumstances exceed the amount of monies in the fund at the time any liability shall occur.

EXECUTE IN DUPLICATE AND SUBMIT BOTH COPIES TO THE BUREAU

Official Bureau Name (please type or print)	Date	Office of Assignment (or SOG Division)
SA JAMES M. FOX	5/15/68	CHICAGO

The following person is designated as my beneficiary for Special Agents Insurance Fund:

Name (primary beneficiary; use given first name if female)	Relationship

Address

Name (contingent beneficiary, if desired; use given first name if female)	Relationship

Address

Do you desire to designate the above-listed beneficiaries as the beneficiary and contingent beneficiary respectively of the Chas. S. Ross Fund as well? ☒ Yes ☐ No If not, the entire following portion must be executed.

The following person is designated as my beneficiary under the Chas. S. Ross Fund providing \$1500 death benefit to beneficiary of agents killed in the line of duty, other than travel accidents.

Name (primary beneficiary; use given first name if female)	Relationship

Address

Name (contingent beneficiary, if desired; use given first name if female)	Relationship

Address

Very truly yours,

Payment Received
Special Agents Insurance Fund

JUN 1 1968

J. Edgar Hoover, Director

James M. Fox
Special Agent

73

8-ecd

UNITED STATES GOVERNMENT

Memorandum

TO : DIRECTOR, FBI

FROM : SAC, CHICAGO

SUBJECT: JAMES M. FOX
SPECIAL AGENT
RECOMMENDATION FOR REALLOCATION

DATE: 5/10/68

The comments and ratings in the March 31, 1968, performance rating still apply as there have been no significant changes in SA FOX's performance since then.

As noted in the above mentioned performance rating, SA FOX has an outstanding attitude towards the Bureau and its work. He repeatedly demonstrated the ability to handle complicated-type security investigations with less than the average amount of supervision for an agent of his experience in the security field. He is a very industrious agent who produces a high volume of accurate work with a very minimum of supervision.

SA FOX has equitably shared in the Voluntary Overtime of the Chicago Office and has carried his fair share of the workload as indicated by the following statistics:

	<u>Cases Closed</u>			<u>Cases Assigned</u>	
	<u>Squad</u>	<u>SA FOX</u>		<u>Squad</u>	<u>SA FOX</u>
4/68	6.9	14	4/68	28.4	41
3/68	11.4	14	3/68	34.8	46
2/68	11.9	18	2/68	33.6	47

During the past year SA FOX developed a Bureau approved PSI as well as a Bureau approved confidential source, both [redacted] and both of whom have provided information of great value to the Bureau [redacted]

On May 10, 1968, SA FOX was weighed by Nurse [redacted] at which time he weighed 171 pounds. He is 72" tall, has a large frame, and is within the Bureau's desired weight limits.

SA FOX entered on duty as a Special Agent on May 27, 1963, and was reallocated to Grade GS-11 on June 6, 1965. In view of his overall work, the Bureau is requested to give consideration to reallocating him to Grade GS-12.

- ② - Bureau (RM)
2 - Chicago
(1 - 67-832 P&C)

(4)

Buy U.S. Savings Bonds Regularly on the Payroll Savings Plan



U.S. DEPARTMENT OF LABOR
OFFICE OF THE SOLICITOR
WASHINGTON 20210

APR 4, 1968

[redacted]
Room 4539
Federal Bureau of Investigation
Department of Justice
Washington, D. C. 20535

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b7C

Dear [redacted]:

This will confirm our telephone conversation of March 29 with regard to James Fox. We understand that Mr. Fox has been offered a settlement of \$150. We further understand that he did not lose any time from his work and that he incurred only a small medical bill.

Under the circumstances the settlement is satisfactory. We will close out our handling of this case on this basis. Any telephone inquiries regarding the above matter may be directed to [redacted] 386-4438.

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Yours sincerely,

[redacted]
Solicitor of Labor

[redacted]
Assistant Counsel for Employees'
Compensation

*copy sent to
Ehgo by R/S
4-5-68*

[redacted]

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67-NOT RECORDED
9 APR 10 1968

[Handwritten signature]
[redacted]

FEDERAL BUREAU OF INVESTIGATION
UNITED STATES DEPARTMENT OF JUSTICE

REPORT OF PERFORMANCE RATING

Name of Employee: JAMES M. FOX #340-30-8781Where Assigned: CHICAGO
(Division) (Section, Unit)Official Position Title and Grade: Special Agent GS-11Rating Period: from April 1, 1967 to March 31, 1968ADJECTIVE RATING: EXCELLENT
Outstanding, Excellent, Satisfactory, UnsatisfactoryEmployee's
Initials
JMFRated by: [Redacted] Supervisor 3/31/68
DateReviewed by: [Redacted] Title Special Agent
Signature M. W. JOHNSON in Charge 3/31/68
Title DateRating Approved by: [Redacted] Assistant Director
Signature Title Date

TYPE OF REPORT

☒ Official
☒ Annual☐ Administrative
☒ 60-Day
☐ 90-Day
☐ Transfer
☐ Separation from Service
☐ Special

1 APR 22 1968

PERFORMANCE RATING GUIDE FOR INVESTIGATIVE PERSONNEL

(For use as attachment to Performance Rating Form No. FD-185)

Name of Employee JAMES M. FOX

RATING GUIDE AND CHECK-LIST

Note: Only those items having pertinent bearing on employee's performance should be rated. All employees in same salary grade should be compared.

RATE ITEMS AS FOLLOWS:

- + Outstanding (exceeding excellent and deserving of special commendation).
E Excellent.
✓ Satisfactory (good or very good).
- Unsatisfactory.
O No opportunity to appraise performance during rating period.

Guide for determining adjective ratings:

- "Outstanding" adjective rating requires (A) that all elements be + and (B) that each and every rated element be factually justified by narrative details, including reasons for considering each worthy of Special Commendation and be attached to FD-185a.
- "Excellent," "Satisfactory" or "Unsatisfactory" adjective ratings will depend upon the composite result of evaluating all rated elements rather than following any mechanical formulas; however, for an employee to be rated "Excellent" he must not be rated unsatisfactory on any performance evaluation factors on the rating guide and check-list and must be rated "Excellent" or "Outstanding" on the majority of such rating factors. Good judgment must be exercised to insure that adjective rating is reasonable in the light of elements rated.
 - Any element rated "Unsatisfactory" must be supported by narrative comments.
 - An official rating of "Unsatisfactory" must be supported in writing stating (1) wherein the performance is unsatisfactory, (2) the facts of the (90-day) prior warning, and (3) the efforts made after the warning to help the employee bring his performance up to a satisfactory level and must be attached to FD-185a.

- | | |
|---|---|
| <u>E</u> (1) Personal appearance. | <u>E</u> (16) Firearms ability. |
| <u>E</u> (2) Personality and effectiveness of his personal contacts. | <u>+</u> (17) Development of informants and sources of information. |
| <u>+</u> (3) Attitude (including dependability, cooperativeness, loyalty, enthusiasm, amenability and willingness to equitably share work load). | <u>E</u> (18) Reporting ability: <ul style="list-style-type: none"> <u>E</u> (a) Investigative reports <u>O</u> (b) Summary reports <u>+</u> (c) Memos, letters, wires (Consider: <u>E</u> conciseness; <u>E</u> clarity; <u>E</u> organization; <u>E</u> thoroughness; <u>E</u> accuracy; <u>E</u> adequacy and pertinency of leads; <u>E</u> administrative detail.) |
| <u>E</u> (4) Physical fitness (including health, energy, stamina). | <u>E</u> (19) Performance as a witness. |
| <u>E</u> (5) Resourcefulness and ingenuity. | <u>O</u> (20) Executive ability: <ul style="list-style-type: none"> <u>+</u> (a) Leadership <u>+</u> (b) Ability to handle personnel <u>+</u> (c) Planning <u>+</u> (d) Making decisions <u>+</u> (e) Assignment of work <u>+</u> (f) Training subordinates <u>+</u> (g) Devising procedures <u>+</u> (h) Emotional stability <u>+</u> (i) Promoting high morale <u>+</u> (j) Getting results |
| <u>E</u> (6) Forcefulness and aggressiveness as required. | <u>+</u> (21) Ability on raids and dangerous assignments: <ul style="list-style-type: none"> <u>O</u> (a) As leader <u>+</u> (b) As participant |
| <u>E</u> (7) Judgment, including common sense, ability to arrive at proper conclusions, ability to define objectives. | <u>+</u> (22) Organizational interest, such as making of suggestions for improvement. |
| <u>E</u> (8) Initiative and the taking of appropriate action on own responsibility. | <u>+</u> (23) Ability to work under pressure. |
| <u>E</u> (9) Planning ability and its application to the work. | <u>+</u> (24) Miscellaneous. Specify and rate: <ul style="list-style-type: none"> <u>E</u> Dictation ability <u>E</u> applicant recruiting |
| <u>+</u> (10) Accuracy and attention to pertinent detail. | |
| <u>+</u> (11) Industry, including energetic, consistent application to duties. | |
| <u>+</u> (12) Productivity, including amount of acceptable work produced and rate of progress on or completion of assignments. Also consider adherence to deadlines unless failure to meet is attributable to causes beyond employee's control. | |
| <u>E</u> (13) Knowledge of duties, instructions, rules and regulations, including readiness of comprehension and "know how" of application. | |
| <u>E</u> (14) Investigative ability and results: <ul style="list-style-type: none"> <u>E</u> (a) Internal security cases <u>O</u> (b) Criminal or general investigative cases <u>O</u> (c) Fugitive cases <u>O</u> (d) Applicant cases <u>O</u> (e) Accounting cases | |
| <u>E</u> (15) Physical surveillance ability. | |

- A. Specify general nature of assignment during most of rating period (such as security, criminal, applicant squad, or as Resident Agent, supervisor, instructor, etc.):

Espionage-Foreign Intelligence Squad

- B. Specify employee's most noteworthy special talents (such as investigator, desk man, research, instructor, speaker):

Investigator; Chinese speaking (Toyshan)

- C. (1) Is employee available for general assignment wherever needs of service require? yes (If answer is not "yes," explain in narrative comments.)
 (2) Is employee available for special assignment wherever needs of service require? yes (If answer is not "yes," explain in narrative comments.)
- D. 1. Has employee had an abnormal sick leave record during rating period? no 2. Has employee used more sick leave (including annual leave or LWOP for illness) during rating period than the amount of sick leave earned during such period? no (If answer to either question is "yes," explain in narrative comments.)
- E. Is employee qualified to operate a motor vehicle incidental to his official duties? ☒ Yes ☐ No
 If answer is "yes," personnel file must reflect the following: (a) Has valid State or local operator's license for type vehicle he is to use.
 (b) Is physically fit to drive. (c) Past safe driving record OK or has passed Bureau road test.

ADJECTIVE RATING:

EXCELLENT

Outstanding, Excellent, Satisfactory, Unsatisfactory

EMPLOYEE'S INITIALS

JWT

NARRATIVE COMMENTS

1. PERSONAL APPEARANCE AND PERSONALITY: SA FOX is a tall, athletic-appearing agent who dresses neatly and in a businesslike fashion. He presents an excellent appearance as a Bureau representative. He is well-liked by all with whom he comes in contact and has a very pleasing personality.

2. ABILITY TO PARTICIPATE IN RAIDS AND DANGEROUS ASSIGNMENTS:

During the rating period, SA FOX participated in dangerous assignments in a capable manner.

3. LIMITATIONS ON AVAILABILITY; PHYSICAL LIMITATIONS AFFECTING PERFORMANCE; AND SICK LEAVE INFORMATION:

SA FOX is completely available for general or special assignment and has no known physical limitations which would affect his performance as a Special Agent.

4. TYPE OF CASES OR WORK HANDLED AND APPRAISAL OF OVER-ALL PERFORMANCE INCLUDING ABILITY TO HANDLE COMPLICATED INVESTIGATIVE MATTERS AND SUPERVISION REQUIRED:

SA FOX, during the rating period, was assigned to the Espionage and Foreign Intelligence Squad where most of his assignments were in the Chinese field. He is a language-trained agent in the Chinese (Toyshan) language, which ability has assisted him greatly in the handling of his work. He repeatedly demonstrated during the rating period his ability to handle complicated-type security investigations with less than average amount of supervision for an agent of his experience in the security field. He is a very industrious agent who produces a very high volume of accurate work. He has an outstanding attitude towards the Bureau and its work. He repeatedly demonstrated during the rating period the ability to work under pressure. His work has reflected the use of initiative as well as excellent judgment. During the rating period he interviewed several individuals in efforts to obtain Bureau applicants and successfully recruited one Bureau applicant. His overall work during the rating period was excellent and his rating in Grade GS-11 is excellent.


Initials

5. NUMBER OF INCENTIVE AWARDS AND COMMENDATIONS RECEIVED:

During the rating period SA FOX participated in three investigations in which the Director commended the Chicago Office for exceptional and effective investigation.

6. DISCIPLINARY ACTION AND JUSTIFICATION FOR ANY UNSATISFACTORY ITEMS:

(List items taken into consideration on rating guide and check list.)

NA

7. PARTICIPATION IN INFORMANT PROGRAMS: During the rating period, SA FOX developed one Bureau approved PSI and a Bureau approved confidential source, both [] which achievements were outstanding.

8. TESTIFYING EXPERIENCE AND ABILITY:

During the rating period SA FOX testified in USDC in an excellent manner.

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9. ACCOUNTING INFORMATION:

NA

10. POLICE INSTRUCTION:

NA

11. RESIDENT AGENTS:

NA


Initials

12. EXPERIENCE AND ABILITY AS INSPECTOR'S AIDE:

NA

13. FOREIGN LANGUAGE ABILITY:

Language in which proficient Chinese (Toyshan)

Completed language school ☒ Yes ☐ No

Fluent in Chinese (Toyshan) language to extent Agent can handle typical investigative problems as follows: (1) Conversation form ☒ Yes ☐ No

(2) Written form ☒ Yes ☐ No

Evaluate language proficiency in each phase as excellent, very good, good, fair or unsatisfactory

<u>Language</u>	<u>Read</u>	<u>Write</u>	<u>Speak</u>	<u>Understand</u>
<u>Chinese (Toyshan)</u>	<u>Fair</u>	<u>Fair</u>	<u>Good</u>	<u>Good</u>

Frequency Chinese (Toyshan) language ability used during rating period: **Several times a week**

Frequency of use of Chinese (Toyshan) language ability anticipated during ensuing year: **Several times a week**

14. ADMINISTRATIVE ADVANCEMENT:

(a) Agent is interested in administrative advancement. ☒ Yes ☐ No

(b) Agent is completely available for administrative advancement. ☒ Yes ☐ No

(c) Agent is considered completely qualified at present for administrative advancement, including experience, ability, personality and appearance. ☐ Yes ☒ No

(d) If answer to (c) is "Yes," Agent's qualifications are considered
☐ very good ☐ excellent ☐ outstanding

(e) If answer to (c) is "No," is Agent considered to have potential for future administrative advancement? (If applicable, explanatory comments required.) ☒ Yes ☐ No

From the manner in which SA FOX administered his own cases during the rating period, it is felt that he possesses potential for administrative advancement which will develop with additional field investigative experience.


Initials

**ELECTION, DECLINATION, OR WAIVER
OF LIFE INSURANCE COVERAGE**
FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

**IMPORTANT
AGENCY INSTRUCTIONS
ON BACK OF ORIGINAL**

TO COMPLETE THIS FORM—

1

FOLLOW THESE GENERAL INSTRUCTIONS:

- Read the back of the "Duplicate" carefully before you fill in the form.
- Fill in BOTH COPIES of the form. Type or use ink.
- Do not detach any part.

2

FILL IN THE IDENTIFYING INFORMATION BELOW (please print or type):

NAME (last)	(first)	(middle)	DATE OF BIRTH (month, day, year)	SOCIAL SECURITY NUMBER
FOX	JAMES	M	12/23/37	340 30 8781
EMPLOYING DEPARTMENT OR AGENCY			LOCATION (City, State, ZIP Code)	
FBI			CHICAGO, ILL. 60604	

3

MARK AN "X" IN ONE OF THE BOXES BELOW (do NOT mark more than one):

Mark here
if you
WANT BOTH
optional and
regular
insurance



ELECTION OF OPTIONAL (IN ADDITION TO REGULAR) INSURANCE

I elect the \$10,000 additional optional insurance and authorize the required deductions from my salary, compensation, or annuity to pay the full cost of the optional insurance. This optional insurance is in addition to my regular insurance.

(A) sent to V&P for transmittal to OPM.
12-17-53

Mark here
if you
DO NOT WANT
OPTIONAL but
do want
regular
insurance



DECLINATION OF OPTIONAL (BUT NOT REGULAR) INSURANCE

I decline the \$10,000 additional optional insurance. I understand that I cannot elect optional insurance until at least 1 year after the effective date of this declination and unless at the time I apply for it I am under age 50 and present satisfactory medical evidence of insurability. I understand also that my regular insurance is not affected by this declination of additional optional insurance.

(B)

Mark here
if you
WANT NEITHER
regular nor
optional
insurance



WAIVER OF LIFE INSURANCE COVERAGE

I desire not to be insured and I waive coverage under the Federal Employees Group Life Insurance Program. I understand that I cannot cancel this waiver and obtain regular insurance until at least 1 year after the effective date of this waiver and unless at the time I apply for insurance I am under age 50 and present satisfactory medical evidence of insurability. I understand also that I cannot now or later have the \$10,000 additional optional insurance unless I have the regular insurance.

(C)

4

**SIGN AND DATE. IF YOU MARKED BOX "A" OR "C",
COMPLETE THE "STATISTICAL STUB." THEN RETURN
THE ENTIRE FORM TO YOUR EMPLOYING OFFICE.**

SIGNATURE (do not print)

James M Fox

DATE

2/5/68

FOR EMPLOYING OFFICE USE ONLY

(official receiving date stamp)

FEB 14 1968

See Table of Effective Dates on back of Original

ORIGINAL COPY—Retain in Official Personnel Folder

STANDARD FORM No. 176-T
JANUARY 1968
(For use only until April 14, 1968)
176-101

UNITED STATES GOVERNMENT

Memorandum

TO : DIRECTOR, FBI

DATE: 1/18/68

FROM: *[Signature]* SAC, CHICAGO (1-286)

SUBJECT: SPECIALIZED IN-SERVICE
ON CHINESE MATTERS

ReBulet 1/15/68.

It is recommended that SA JAMES M. FOX attend specialized Chinese In-Service in the event one is scheduled by the Bureau. SA FOX is scheduled for In-Service training during 1968.

2 - Bureau
1 - Chicago

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XEROX
JAN 31 1968



144
Buy U.S. Savings Bonds Regularly on the Payroll Savings Plan

December 29, 1967

Mr. James M. Fox
Federal Bureau of Investigation
Chicago, Illinois

Dear Mr. Fox:

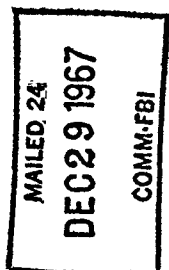
I would like to extend to [redacted]
you my sincere congratulations on the birth of
your [redacted].

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It is my wish that the future will bring
the fulfillment of all your hopes and plans for
your [redacted].

Sincerely,

J. Edgar Hoover



1 - SAC, Chicago (Personal Attention)

1 - Out of Service file of [redacted]

67-592577

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Tolson _____
DeLoach _____
Mohr _____
Bishop _____
Casper _____
Callahan _____
Conrad _____
Felt _____
Gale _____
Rosen _____
Sullivan _____
Tavel _____
Trotter _____
Tele. Room _____
Holmes _____
Gandy _____

67-NOT RECORDED
5 JAN 2 1968
MAIL ROOM TELETYPE UNIT

UNITED STATES GOVERNMENT

Memorandum

TO : Director, FBI

DATE: 12/22/67

FROM: SAC, Chicago

SUBJECT: SA JAMES M. FOX
(Employee's present payroll name)CHICAGO SA
(Division)

PAYROLL NAME (List as desired on payroll)

ADDRESS AND TELEPHONE CHANGE			
Present telephone number (city)			
<input type="checkbox"/> FD-310 enclosed	Local address - (Number Street City State (zip code))		

THE FOLLOWING MUST BE EXECUTED IN REPORTING MARRIAGES OR BIRTHS

MARITAL STATUS	
Married to - Show full (maiden) name of spouse 	Date and place of marriage
Is spouse a Bureau employee? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	FD-310 enclosed <input type="checkbox"/> Yes <input type="checkbox"/> No

If you have previously filed any designation of beneficiary forms, it will be necessary for you to execute new forms in the event you now desire to cancel or alter prior designations.

NAME, ADDRESS, AND TELEPHONE NUMBER OF PERSON TO BE NOTIFIED IN CASE OF EMERGENCY

BIRTHS	
Girl named 	Boy named
Born on 	Birthplace
To employee and (name of spouse) 	

Enc.

(1)

Det. of Cong.
12/29/67

67 NOT RECORDED

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**UNITED STATES DEPARTMENT OF JUSTICE
FEDERAL BUREAU OF INVESTIGATION**

*In Reply, Please Refer to
File No.*

Director
Federal Bureau of Investigation
United States Department of Justice
Washington, D. C. 20535

Dear Sir:

For inclusion in the fund to be paid to the designated beneficiary of any Special Agent of the FBI who has previously contributed to this fund and who dies from any cause except self-destruction while employed as a Special Agent, I am forwarding herewith (by Check - Money Order) the sum of \$20, payable to S.A.I.F., to be included in said fund. Payment will be made for death by self-destruction after the Agent has been a member of the fund for a continuous period of two years. It is understood and agreed that the sum tendered herewith is a voluntary, gratuitous contribution to said fund which I understand is to be administered in the following manner.

The Director of the FBI will appoint a committee which shall consider all matters pertaining to the acquisition, safe keeping and expending of said fund, which committee will recommend appropriate action to the Director in pertinent matters. The Assistant Director of the Administrative Division of the FBI shall receive all contributions and account for same to the Director. Upon the death of any Special Agent who is a member of said fund the appointed committee will consider the case and submit a recommendation to the Director as to its conclusions. Appropriate instructions will then be issued to the Assistant Director of the Administrative Division, directing him to pay to the designated beneficiary the sum of \$20,000. The liability of the fund shall not under any circumstances exceed the amount of monies in the fund at the time any liability shall occur.

EXECUTE IN DUPLICATE AND SUBMIT BOTH COPIES TO THE BUREAU

Official Bureau Name (please type or print)	Date	Office of Assignment (or SOG Division)
SA JAMES M. FOX	7/7/67	CHICAGO

The following person is designated as my beneficiary for Special Agents Insurance Fund:

Name (primary beneficiary; use given first name if female)	Relationship

Address

Name (contingent beneficiary, if desired; use given first name if female)	Relationship

Address

Do you desire to designate the above-listed beneficiaries as the beneficiary and contingent beneficiary respectively of the Chas. S. Ross Fund as well? ☒ Yes ☐ No If not, the entire following portion must be executed.

The following person is designated as my beneficiary under the Chas. S. Ross Fund providing \$1500 death benefit to beneficiary of agents killed in the line of duty, other than travel accidents.

Name (primary beneficiary; use given first name if female)	Relationship

Address

Name (contingent beneficiary, if desired; use given first name if female)	Relationship

Address

Very truly yours,

Payment Received
Special Agent's Insurance Fund

AUG 1 1967

J. Edgar Hoover, Director
BI

James M. Fox
Special Agent

R...



**UNITED STATES DEPARTMENT OF JUSTICE
FEDERAL BUREAU OF INVESTIGATION**

*In Reply, Please Refer to
File No.*

Director
Federal Bureau of Investigation
United States Department of Justice
Washington, D. C. 20535

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EXECUTE IN DUPLICATE AND SUBMIT BOTH COPIES TO THE BUREAU

Official Bureau Name (please type or print)	Date	Office of Assignment (or SOG Division)
SA <u>JAMES M. FOX</u>	<u>5/24/67</u>	<u>CHICAGO</u>

The following person is designated as my beneficiary for Special Agents Insurance Fund:

Name (primary beneficiary; use given first name if female)	Relationship
[Redacted]	[Redacted]

Address
[Redacted]

Name (contingent beneficiary, if desired; use given first name if female)	Relationship
[Redacted]	[Redacted]

Address
[Redacted]

Do you desire to designate the above-listed beneficiaries as the beneficiary and contingent beneficiary respectively of the Chas. S. Ross Fund as well? ☒ Yes ☐ No If not, the entire following portion must be executed.

The following person is designated as my beneficiary under the Chas. S. Ross Fund providing \$1500 death benefit to beneficiary of agents killed in the line of duty, other than travel accidents.

Name (primary beneficiary; use given first name if female)	Relationship
[Redacted]	[Redacted]

Address
[Redacted]

Name (contingent beneficiary, if desired; use given first name if female)	Relationship
[Redacted]	[Redacted]

Address
[Redacted]

Very truly yours,

Payment Received
Special Agents Insurance Fund

JUN 6 1967

J. Edgar Hoover, Director

James M. Fox
Special Agent

Recd

UNITED STATES GOVERNMENT

Memorandum

TO : Director, FBI

340-30-8781

DATE: 4/6/67

FROM :

SA JAMES M. FOX

(Name of employee)

SPECIAL AGENT

(Title)

SUBJECT: OFFICES OF PREFERENCE

Attention: Mr. [Signature] Unit

Please list my offices of preference as follows:

1. Chicago
2. San Diego
3. Honolulu

3150

3780

3280

67-NOT RECORDED
7 APR 19 1967

APR 17 1967

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FEDERAL BUREAU OF INVESTIGATION
UNITED STATES DEPARTMENT OF JUSTICE

REPORT OF PERFORMANCE RATING

Name of Employee: JAMES M. FOX #340-30-8781Where Assigned: Chicago
(Division) (Section, Unit)Official Position Title and Grade: Special Agent GS-11Rating Period: from April 1, 1966 to March 31, 1967ADJECTIVE RATING: Excellent
Outstanding, Excellent, Satisfactory, UnsatisfactoryEmployee's
InitialsTFRated by: [Signature] Supervisor 3/31/67
Title Dateb6
b7CReviewed by: [Signature] Special Agent
Signature Title Date
M. W. JOHNSON in Charge 3/31/67Rating Approved by: [Signature] Assistant Director APR 21 1967
Signature Title Date

REC-141

Searched

TYPE OF REPORT

☒ Official
☒ Annual☐ Administrative
☐ 60-Day
☐ 90-Day
☐ Transfer
☐ Separation from Service
☐ Special

29

9.0 MAY 17 1967

PERFORMANCE RATING GUIDE FOR INVESTIGATIVE PERSONNEL

(For use as attachment to Performance Rating Form No. FD-185)

Name of Employee JAMES M. FOX Title Special Agent
#340-30-8781 Rating Period: from 4/1/66 to 3/31/67

RATING GUIDE AND CHECK-LIST

Note: Only those items having pertinent bearing on employee's performance should be rated. All employees in same salary grade should be compared.

RATE ITEMS AS FOLLOWS:

- + Outstanding (exceeding excellent and deserving of special commendation).
E Excellent.
✓ Satisfactory (good or very good).
- Unsatisfactory.
0 No opportunity to appraise performance during rating period.

Guide for determining adjective ratings:

- "Outstanding" adjective rating requires (A) that all elements be + and (B) that each and every rated element be factually justified by narrative details, including reasons for considering each worthy of Special Commendation and be attached to FD-185a.
- "Excellent," "Satisfactory" or "Unsatisfactory" adjective ratings will depend upon the composite result of evaluating all rated elements rather than following any mechanical formulas; however, for an employee to be rated "Excellent" he must not be rated unsatisfactory on any performance evaluation factors on the rating guide and check-list and must be rated "Excellent" or "Outstanding" on the majority of such rating factors. Good judgment must be exercised to insure that adjective rating is reasonable in the light of elements rated.
 - Any element rated "Unsatisfactory" must be supported by narrative comments.
 - An official rating of "Unsatisfactory" must be supported in writing stating (1) wherein the performance is unsatisfactory, (2) the facts of the (90-day) prior warning, and (3) the efforts made after the warning to help the employee bring his performance up to a satisfactory level and must be attached to FD-185a.

- | | |
|---|---|
| <u>E</u> (1) Personal appearance. | <u>E</u> (16) Firearms ability. |
| <u>E</u> (2) Personality and effectiveness of his personal contacts. | <u>+</u> (17) Development of informants and sources of information. |
| <u>+</u> (3) Attitude (including dependability, cooperativeness, loyalty, enthusiasm, amenability and willingness to equitably share work load). | <u>E</u> (18) Reporting ability: |
| <u>E</u> (4) Physical fitness (including health, energy, stamina). | <u>E</u> (a) Investigative reports |
| <u>E</u> (5) Resourcefulness and ingenuity. | <u>0</u> (b) Summary reports |
| <u>E</u> (6) Forcefulness and aggressiveness as required. | <u>E</u> (c) Memos, letters, wires |
| <u>E</u> (7) Judgment, including common sense, ability to arrive at proper conclusions, ability to define objectives. | (Consider: <u>E</u> conciseness; <u>E</u> clarity; <u>E</u> organization; <u>E</u> thoroughness; <u>E</u> accuracy; <u>E</u> adequacy and pertinency of leads; <u>E</u> administrative detail.) |
| <u>E</u> (8) Initiative and the taking of appropriate action on own responsibility. | <u>0</u> (19) Performance as a witness. |
| <u>E</u> (9) Planning ability and its application to the work. | <u>0</u> (20) Executive ability: |
| <u>✓</u> (10) Accuracy and attention to pertinent detail. | <u>+</u> (a) Leadership |
| <u>E</u> (11) Industry, including energetic, consistent application to duties. | <u>+</u> (b) Ability to handle personnel |
| <u>E</u> (12) Productivity, including amount of acceptable work produced and rate of progress on or completion of assignments. Also consider adherence to deadlines unless failure to meet is attributable to causes beyond employee's control. | <u>+</u> (c) Planning |
| <u>✓</u> (13) Knowledge of duties, instructions, rules and regulations, including readiness of comprehension and "know how" of application. | <u>+</u> (d) Making decisions |
| <u>E</u> (14) Investigative ability and results: | <u>+</u> (e) Assignment of work |
| <u>E</u> (a) Internal security cases | <u>+</u> (f) Training subordinates |
| <u>0</u> (b) Criminal or general investigative cases | <u>+</u> (g) Devising procedures |
| <u>0</u> (c) Fugitive cases | <u>+</u> (h) Emotional stability |
| <u>0</u> (d) Applicant cases | <u>+</u> (i) Promoting high morale |
| <u>0</u> (e) Accounting cases | <u>+</u> (j) Getting results |
| <u>E</u> (15) Physical surveillance ability. | <u>✓</u> (21) Ability on raids and dangerous assignments: |
| | <u>0</u> (a) As leader |
| | <u>+</u> (b) As participant |
| | <u>E</u> (22) Organizational interest, such as making of suggestions for improvement. |
| | <u>E</u> (23) Ability to work under pressure. |
| | <u>E</u> (24) Miscellaneous. Specify and rate: |
| | <u>E</u> Dictation ability |

A. Specify general nature of assignment during most of rating period (such as security, criminal, applicant squad, or as Resident Agent, supervisor, instructor, etc.):

Espionage-Foreign Intelligence Squad

B. Specify employee's most noteworthy special talents (such as investigator, desk man, research, instructor, speaker):

Investigator; Chinese speaking (Toyshan)

- C. (1) Is employee available for general assignment wherever needs of service require? yes (If answer is not "yes," explain in narrative comments.)
 (2) Is employee available for special assignment wherever needs of service require? yes (If answer is not "yes," explain in narrative comments.)

D. 1. Has employee had an abnormal sick leave record during rating period? no 2. Has employee used more sick leave (including annual leave or LWOP for illness) during rating period than the amount of sick leave earned during such period? no (If answer to either question is "yes," explain in narrative comments.)

E. Is employee qualified to operate a motor vehicle incidental to his official duties? ☒ Yes ☐ No
 If answer is "yes," personnel file must reflect the following: (a) Has valid State or local operator's license for type vehicle he is to use.
 (b) Is physically fit to drive. (c) Past safe-driving record OK or has passed Bureau road test.

ADJECTIVE RATING: Excellent
 Outstanding, Excellent, Satisfactory, Unsatisfactory

EMPLOYEE'S INITIALS

Jmf

NARRATIVE COMMENTS

1. PERSONAL APPEARANCE AND PERSONALITY:

SA FOX dresses in a neat and conservative manner and makes an excellent personal appearance. He has a friendly personality, a calm, pleasant manner, and is very effective in his personal contacts.

2. ABILITY TO PARTICIPATE IN RAIDS AND DANGEROUS ASSIGNMENTS:

He is qualified, without limitation, and has performed dangerous assignments during the rating period in a satisfactory manner.

3. LIMITATIONS ON AVAILABILITY; PHYSICAL LIMITATIONS AFFECTING PERFORMANCE; AND SICK LEAVE INFORMATION:

He is completely available and has no physical limitation affecting the performance of his duties.

4. TYPE OF CASES OR WORK HANDLED AND APPRAISAL OF OVER-ALL PERFORMANCE INCLUDING ABILITY TO HANDLE COMPLICATED INVESTIGATIVE MATTERS AND SUPERVISION REQUIRED:

During the rating period, SA FOX has been assigned to the Espionage and Foreign Intelligence Squad where the preponderance of his assignments have been in the Chinese field. He is a language-trained agent in the Chinese-Toyshan Language. He has demonstrated outstanding attitude toward his work and demonstrated intelligence, perception, and aptitude in the handling of his assignments. He has the ability to handle complicated investigative matters with less than average supervision for an agent of his experience.

SA FOX has demonstrated a positive appreciation of his responsibilities in applicant recruitment and has made several effective contacts designed to advance this program.

Inf
Initials

5. NUMBER OF INCENTIVE AWARDS AND COMMENDATIONS RECEIVED:

None

6. DISCIPLINARY ACTION AND JUSTIFICATION FOR ANY UNSATISFACTORY ITEMS:

(List items taken into consideration on rating guide and check list.)

N.A.

7. PARTICIPATION IN INFORMANT PROGRAMS:

During the rating period, SA FOX has developed a symbolized security informant and two Bureau approved PSIs [REDACTED]

[REDACTED] which achievement is felt to be outstanding.

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8. TESTIFYING EXPERIENCE AND ABILITY:

During the rating period, SA FOX has not had occasion to testify; however, he has testified in the past in a satisfactory manner.

9. ACCOUNTING INFORMATION:

N.A.

10. POLICE INSTRUCTION:

N.A.

11. RESIDENT AGENTS:

N.A.

Jmf
Initials

12. EXPERIENCE AND ABILITY AS INSPECTOR'S AIDE:

N.A.

13. FOREIGN LANGUAGE ABILITY:

Language in which proficient Chinese-Toyshan

Completed language school ☒ Yes ☐ No

Fluent in Chinese-Toyshan Language to extent Agent can handle typical investigative problems as follows: (1) Conversation form ☒ Yes ☐ No

(2) Written form ☒ Yes ☐ No

Evaluate language proficiency in each phase as excellent, very good, good, fair or unsatisfactory

<u>Language</u>	<u>Read</u>	<u>Write</u>	<u>Speak</u>	<u>Understand</u>
<u>Chinese-Toyshan</u>	<u>Fair</u>	<u>Fair</u>	<u>Good</u>	<u>Good</u>

Frequency Chinese-Toyshan language ability used during rating period: **Several times a week**

Frequency of use of Chinese-Toyshan language ability anticipated during ensuing year: **Several times a week**

14. ADMINISTRATIVE ADVANCEMENT:

(a) Agent is interested in administrative advancement. ☒ Yes ☐ No

(b) Agent is completely available for administrative advancement. ☒ Yes ☐ No

(c) Agent is considered completely qualified at present for administrative advancement, including experience, ability, personality and appearance. ☐ Yes ☒ No

(d) If answer to (c) is "Yes," Agent's qualifications considered ☐ very good ☐ excellent ☐ outstanding

(e) If answer to (c) is "No," Agent considered to have potential for future administrative advancement. (If applicable, explanatory comments required.) ☒ Yes ☐ No

From the manner in which SA FOX administers his own cases and the limited opportunity he has been afforded for administrative training, it is felt that he demonstrates a potential for administrative advancement, dependent upon the acquisition of additional field investigative experience.

TF
Initials

UNITED STATES GOVERNMENT

Memorandum

TO : DIRECTOR, FBI

DATE:

3/30/67

FROM: SAC, CHICAGO (66-2214)

SUBJECT: OFFICE SUPERVISION
CHICAGO DIVISION

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Remylet 2/3/67:

UACB, the following agents will be assigned as Night Duty Agents on the midnight to 8:00 a.m. shift during May and June, 1967, on a rotating basis. When each has had a tour on this shift, another group of agents will be recommended:

JAMES M. FOX

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2 - Bureau
1 - Chicago

(3)

XEROX

APR 10 1967

REC-134

REC-134

342-4358

APR 5 1967



5010-108

49
APR 11 1967

Buy U.S. Savings Bonds Regularly on the Payroll Savings Plan

THREE

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**UNITED STATES DEPARTMENT OF JUSTICE
FEDERAL BUREAU OF INVESTIGATION**

*In Reply, Please Refer to
File No.*

Director
Federal Bureau of Investigation
United States Department of Justice
Washington, D. C. 20535

Dear Sir:

For inclusion in the fund to be paid to the designated beneficiary of any Special Agent of the FBI who has previously contributed to this fund and who dies from any cause except self-destruction while employed as a Special Agent, I am forwarding herewith (by Check - Money Order) the sum of \$10, payable to S.A.I.F., to be included in said fund. Payment will be made for death by self-destruction after the Agent has been a member of the fund for a continuous period of two years. It is understood and agreed that the sum tendered herewith is a voluntary, gratuitous contribution to said fund which I understand is to be administered in the following manner.

The Director of the FBI will appoint a committee which shall consider all matters pertaining to the acquisition, safe keeping and expending of said fund, which committee will recommend appropriate action to the Director in pertinent matters. The Assistant Director of the Administrative Division of the FBI shall receive all contributions and account for same to the Director. Upon the death of any Special Agent who is a member of said fund the appointed committee will consider the case and submit a recommendation to the Director as to its conclusions. Appropriate instructions will then be issued to the Assistant Director of the Administrative Division, directing him to pay to the designated beneficiary the sum of \$10,000. The liability of the fund shall not under any circumstances exceed the amount of monies in the fund at the time any liability shall occur.

EXECUTE IN DUPLICATE AND SUBMIT BOTH COPIES TO THE BUREAU

Official Bureau Name (please type or print)	Date	Office of Assignment (or SOG Division)
SA <u>JAMES M. FOX</u>	<u>2/28/67</u>	<u>CHICAGO</u>

The following person is designated as my beneficiary for Special Agents Insurance Fund:

Name (primary beneficiary; use given first name if female)	Relationship
[Redacted]	[Redacted]

Address	b6
[Redacted]	

Name (contingent beneficiary, if desired; use given first name if female)	Relationship
[Redacted]	[Redacted]

Address	b7C
[Redacted]	

Do you desire to designate the above-listed beneficiaries as the beneficiary and contingent beneficiary respectively of the Chas. S. Ross Fund as well? ☒ Yes ☐ No If not, the entire following portion must be executed.

The following person is designated as my beneficiary under the Chas. S. Ross Fund providing \$1500 death benefit to beneficiary of agents killed in the line of duty, other than travel accidents.

Name (primary beneficiary; use given first name if female)	Relationship
[Redacted]	[Redacted]

Address	
[Redacted]	

Name (contingent beneficiary, if desired; use given first name if female)	Relationship
[Redacted]	[Redacted]

Address	
[Redacted]	

Very truly yours,

Payment Received
Special Agents Insurance Fund

MAR 14 1967

J. Edgar Hoover, Director

James M. Fox
Special Agent

8-ec3

SAC, Chicago (66-4468)

11/4/66

Director, FBI

**CHINESE INVESTIGATIVE MATTERS
SUGGESTION MATTER**

Reference is made to Chicago letter dated October 20, 1966, with the above caption wherein a suggestion submitted by SA James M. Fox was set forth.



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This information is being brought to your attention so that SA Fox may be advised of the existence of such a procedure on a trial basis prior to the receipt of his suggestion.

2 - Chicago

1 - Field personnel file of SA James M. Fox

1 - Suggestion file


① Personnel file of SA James M. Fox

(7)

(Suggestion 326-67)

NOTE:

Based on memorandum J. J. Casper to Mr. Mohr, 11/3/66,
re: Chinese Investigative Matters, Suggestion 326-67 Submitted

By, SA James M. Fox, Chicago Office, 

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NOT RECORDED

1 NOV 8 1966

68

October 25, 1966

PERSONAL

Mr. James M. Fox
Federal Bureau of Investigation
Chicago, Illinois

Dear Mr. Fox:

I have received your suggestion [redacted]

[redacted] This proposal is being carefully evaluated and you will be advised in the event it is adopted.

The interest which prompted you to submit your idea to me is indeed appreciated.

Sincerely yours,

- 2 - Chicago
- 1 - Field personnel file
- 1 - Suggestion file
- 1 - Personnel file of SA James M. Fox

(6)

NOTE:

(Suggestion 326-67 dated 10/20/66)

[redacted]

(CONTINUED - OVER)

DUPLICATE YELLOW

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b3
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Mr. James M. Fox



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b7E

**Referred to the Files and Communications and Domestic
Intelligence Divisions for views and recommendations.**

DIRECTOR, FBI

10/20/66

SAC, CHICAGO (66-4468)

ATTN: SUGGESTION DESK
TRAINING DIVISION

CHINESE INVESTIGATIVE MATTERS
SUGGESTION MATTER

326-67

The following suggestion has been submitted by SA
JAMES M. FOX of this division:



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④ - Bureau (RM)
3 - Chicago

(1 - Personnel File SA FOX)

[Redacted]

(7)

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b7E

CG 66-4468

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**UNITED STATES DEPARTMENT OF JUSTICE
FEDERAL BUREAU OF INVESTIGATION**

*In Reply, Please Refer to
File No.*

Director
Federal Bureau of Investigation
United States Department of Justice
Washington, D. C. 20535

Dear Sir:

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EXECUTE IN DUPLICATE AND SUBMIT BOTH COPIES TO THE BUREAU

Official Bureau Name (please type or print)	Date	Office of Assignment (or SOG Division)
SA <u>JAMES M. FOX</u>	<u>10/10/66</u>	<u>CHICAGO</u>
The following person is designated as my beneficiary for Special Agents Insurance Fund:		
Name (primary beneficiary; use given first name if female)	Relationship	
<u>[Redacted]</u>	<u>[Redacted]</u>	
Address <u>[Redacted]</u>		
Name (contingent beneficiary, if desired; use given first name if female)	Relationship	
<u>ESTATE</u>		
Address		

b6
b7C

Do you desire to designate the above-listed beneficiaries as the beneficiary and contingent beneficiary respectively of the Chas. S. Ross Fund as well? ☒ Yes ☐ No If not, the entire following portion must be executed.

The following person is designated as my beneficiary under the Chas. S. Ross Fund providing \$1500 death benefit to beneficiary of agents killed in the line of duty, other than travel accidents.

Name (primary beneficiary; use given first name if female)	Relationship
<u>[Redacted]</u>	<u>[Redacted]</u>
Address <u>[Redacted]</u>	
Name (contingent beneficiary, if desired; use given first name if female)	Relationship
<u>[Redacted]</u>	<u>[Redacted]</u>
Address <u>[Redacted]</u>	

Payment Received
Special Agents Insurance Fund

OCT 28 1966

J. Edgar Hoover, Director

Very truly yours,

James M. Fox
Special Agent

Secd

UNITED STATES GOVERNMENT

Memorandum

TO : DIRECTOR, FBI

DATE: 8/2/66

FROM : SAC, CHICAGO

SUBJECT: SA JAMES M. FOX
CHICAGO DIVISION

Re Chicago letter dated 6/29/66.

On July 26, 1966, a hearing was held on the complaint filed by SA FOX against [redacted] at the State's Attorney's Office, 2600 South California Avenue, Chicago, Illinois. Assistant State's Attorney [redacted] directed this hearing and after statements of fact were made by SA FOX and [redacted], [redacted] ordered [redacted] to refund the \$155 in question or face arrest and prosecution. [redacted] took the position that he had held the property in which SA FOX had been interested for a one week period and felt that a certain amount was due him for his effort. An agreement was reached between SA FOX and [redacted] to allow [redacted] \$25 whereupon the \$130 difference was paid to SA FOX and the complaint in this matter was dropped.

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The above is submitted for the Bureau's information.

REC-131

67-572577-58

2 AUG 5 1966

- 2 - Bureau (RM)
- 2 - Chicago
 - (1 - 67-832)
 - (1 - Personnel File SA FOX)

[redacted]

(4)

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b7C

NOV 11 1966

REC-131

AUG 10 1966



THREE

UNITED STATES GOVERNMENT

Memorandum

TO : DIRECTOR, FBI

FROM : SAC, CHICAGO

SUBJECT: SA JAMES M. FOX
CHICAGO DIVISION

DATE: 6/29/66

During January, 1966, SA JAMES M. FOX contemplated the purchase of a home in Northbrook, Illinois. Based upon the representations of [redacted] SA FOX gave a deposit of \$155.00 to [redacted]. At all times [redacted] represented himself as a licensed real estate broker and lawful agent of the owner of the home.

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During subsequent conversations with the owner, it was learned that [redacted] had completely misrepresented the terms of sale and sale negotiations were broken off.

During the months of February and March, 1966, SA FOX talked with [redacted] on several occasions and each time [redacted] agreed to return the deposit money and expressed his sincere apologies for his "inadvertent misrepresentations".

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During a conversation on March 29, 1966, [redacted] mentioned for the first time to SA FOX that perhaps he [redacted] was under no obligation to return the deposit money. Subsequent attempts to obtain the amount involved were completely unsuccessful, [redacted] claiming on each occasion that he had fulfilled his part of the agreement and would not return the money.

On several occasions between March and June, 1966, the Illinois State Department of Registration and Education, was contacted regarding the facts of this case. On June 29, 1966, SA FOX spoke with [redacted], Illinois State Department of Registration and Education, Chicago, Illinois. This state agency licenses all bona fide real estate brokers in Illinois. [redacted] stated that [redacted] was not registered with his agency and was therefore transacting real estate negotiations unlawfully. [redacted] tried to reach [redacted] by telephone but

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b7C

- (2) - Bureau
2 - Chicago
1 - 67-832
1 - Personnel File SA FOX

REC-137

67-592577-57
Searched _____
3 JUL 6 1966



(4)

Buy U.S. Savings Bonds Regularly on the Payroll Savings Plan

[] refused to return [] calls. [] suggested that the most expedient remedy would be to file a complaint with the Cook County State's Attorney's Office in Chicago, Illinois.

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On June 29, 1966, SA FOX filed a complaint against [] at the States Attorney's Office, 2600 South California Avenue, Chicago, Illinois. The facts as presented by SA FOX were heard by a representative of that office who then set July 26, 1966, as the date for a hearing, at which time the facts as presented by SA FOX and [] would be evaluated. The States Attorney's Office indicated that if [] refused to show up for such a hearing, a warrant would be issued for his arrest inasmuch as it is a felony in Illinois to transact real estate business unless one is licensed by the State. The States Attorney's Office further indicated the possibility of criminal fraud on the part of [] inasmuch as he had refused to return the \$155.00 to which he apparently had no right.

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The above is submitted for the Bureau's information and any further pertinent developments will be immediately set forth for the Bureau.

FEDERAL BUREAU OF INVESTIGATION

NAME: LAST, FIRST, MIDDLE

FOX JAMES H

SOCIAL SECURITY NUMBER

340-30-2781

NOTIFICATION OF BASIC CHANGE

CODE - NATURE OF ACTION

EFFECTIVE DATE

DATE OF LAST EQUIV. INCR.

<input type="checkbox"/>
<input checked="" type="checkbox"/>
<input type="checkbox"/>

892 - QUALITY INCREASE

893 - WITHIN GRADE INCREASE

894 - PAY ADJUSTMENT

<input type="checkbox"/>
<input type="checkbox"/>
<input type="checkbox"/>

896 - ADMIN. PAY INCREASE

897 - ADMIN. PAY DECREASE

OTHER (SPECIFY IN REMARKS)

6/ 5/66

6/ 6/65

GRADE OR LEVEL

STEP OR RATE

OLD SALARY

NEW SALARY

GS-11

STEP 4

\$ 9,573.00

\$ 9,879.00

DATA ON UNPAID ABSENCE

PERIOD(S)

TOTAL EXCESS

IN PAY STATUS AT END OF WAITING PERIOD

INITIALS

YES

<input checked="" type="checkbox"/>

EMPLOYEE'S WORK IS OF AN ACCEPTABLE LEVEL OF COMPETENCE.

<input type="checkbox"/>

EMPLOYEE'S PERFORMANCE RATING IS SATISFACTORY OR BETTER.

REMARKS:

67-NOT RECORDED
15 JUN 9 1966

JOHN EDGAR HOOVER
DIRECTOR

PERSONNEL FILE COPY

JUN 8 1966
6/ 5/66
(DATE)

FEDERAL BUREAU OF INVESTIGATION
UNITED STATES DEPARTMENT OF JUSTICE

REPORT OF PERFORMANCE RATING

Name of Employee: JAMES M. FOXWhere Assigned: Chicago
(Division) (Section, Unit)Official Position Title and Grade: Special Agent GS-11Rating Period: from April 1, 1965 to March 31, 1966ADJECTIVE RATING: Excellent
Outstanding, Excellent, Satisfactory, UnsatisfactoryEmployee's
InitialsJMFRated by: [Signature] Supervisor 3/31/66
Signature Title DateReviewed by: M. W. JOHNSON Special Agent in Charge 3/31/66
Signature Title DateRating Approved by: [Signature] Assistant Director APR 19 1966
Signature Title Date

TYPE OF REPORT

☒ Official
☒ Annual☐ Administrative
☐ 60-Day
☐ 90-Day
☐ Transfer
☐ Separation from Service
☐ Special

3 MAY 6 1966

REC-135

67-592577-55
7 APR 14 1966b6
b7Cb6
b7Cb6
b7C

PERFORMANCE RATING GUIDE FOR INVESTIGATIVE PERSONNEL

(For use as attachment to Performance Rating Form No. FD-185)

Name of Employee JAMES M. FOX Title Special Agent
Rating Period: from 4/1/65 to 3/31/66

RATING GUIDE AND CHECK-LIST

Note: Only those items having pertinent bearing on employee's performance should be rated. All employees in same salary grade should be compared.

RATE ITEMS AS FOLLOWS:

- + Outstanding (exceeding excellent and deserving of special commendation).
E Excellent.
✓ Satisfactory (good or very good).
- Unsatisfactory.
O No opportunity to appraise performance during rating period.

Guide for determining adjective ratings:

1. "Outstanding" adjective rating requires (A) that all elements be + and (B) that each and every rated element be factually justified by narrative details, including reasons for considering each worthy of Special Commendation and be attached to FD-185a.
2. "Excellent," "Satisfactory" or "Unsatisfactory" adjective ratings will depend upon the composite result of evaluating all rated elements rather than following any mechanical formulas; however, for an employee to be rated "Excellent" he must not be rated unsatisfactory on any performance evaluation factors on the rating guide and check-list and must be rated "Excellent" or "Outstanding" on the majority of such rating factors. Good judgment must be exercised to insure that adjective rating is reasonable in the light of elements rated.
 - A. Any element rated "Unsatisfactory" must be supported by narrative comments.
 - B. An official rating of "Unsatisfactory" must be supported in writing stating (1) wherein the performance is unsatisfactory, (2) the facts of the (90-day) prior warning, and (3) the efforts made after the warning to help the employee bring his performance up to a satisfactory level and must be attached to FD-185a.

- | | |
|---|---|
| <u>E</u> (1) Personal appearance. | <u>E</u> (16) Firearms ability. |
| <u>E</u> (2) Personality and effectiveness of his personal contacts. | <u>E</u> (17) Development of informants and sources of information. |
| <u>+</u> (3) Attitude (including dependability, cooperativeness, loyalty, enthusiasm, amenability and willingness to equitably share work load). | <u>E</u> (18) Reporting ability: <ul style="list-style-type: none"> <u>E</u> (a) Investigative reports <u>O</u> (b) Summary reports <u>E</u> (c) Memos, letters, wires (Consider: <u>E</u> conciseness; <u>E</u> clarity; <u>E</u> organization; <u>E</u> thoroughness; <u>E</u> accuracy; <u>E</u> adequacy and pertinency of leads; <u>E</u> administrative detail.) |
| <u>E</u> (4) Physical fitness (including health, energy, stamina). | <u>O</u> (19) Performance as a witness. |
| <u>E</u> (5) Resourcefulness and ingenuity. | <u>O</u> (20) Executive ability: <ul style="list-style-type: none"> <u>+</u> (a) Leadership <u>+</u> (b) Ability to handle personnel <u>+</u> (c) Planning <u>+</u> (d) Making decisions <u>+</u> (e) Assignment of work <u>+</u> (f) Training subordinates <u>+</u> (g) Devising procedures <u>+</u> (h) Emotional stability <u>+</u> (i) Promoting high morale <u>+</u> (j) Getting results |
| <u>✓</u> (6) Forcefulness and aggressiveness as required. | <u>✓</u> (21) Ability on raids and dangerous assignments: <ul style="list-style-type: none"> <u>O</u> (a) As leader <u>✓</u> (b) As participant |
| <u>✓</u> (7) Judgment, including common sense, ability to arrive at proper conclusions, ability to define objectives. | <u>E</u> (22) Organizational interest, such as making of suggestions for improvement. |
| <u>E</u> (8) Initiative and the taking of appropriate action on own responsibility. | <u>E</u> (23) Ability to work under pressure. |
| <u>✓</u> (9) Planning ability and its application to the work. | <u>E</u> (24) Miscellaneous. Specify and rate: <ul style="list-style-type: none"> <u>E</u> Dictation ability |
| <u>✓</u> (10) Accuracy and attention to pertinent detail. | |
| <u>✓</u> (11) Industry, including energetic, consistent application to duties. | |
| <u>✓</u> (12) Productivity, including amount of acceptable work produced and rate of progress on or completion of assignments. Also consider adherence to deadlines unless failure to meet is attributable to causes beyond employee's control. | |
| <u>✓</u> (13) Knowledge of duties, instructions, rules and regulations, including readiness of comprehension and "know how" of application. | |
| <u>E</u> (14) Investigative ability and results: <ul style="list-style-type: none"> <u>E</u> (a) Internal security cases <u>O</u> (b) Criminal or general investigative cases <u>O</u> (c) Fugitive cases <u>O</u> (d) Applicant cases <u>O</u> (e) Accounting cases | |
| <u>E</u> (15) Physical surveillance ability. | |

A. Specify general nature of assignment during most of rating period (such as security, criminal, applicant squad, or as Resident Agent, supervisor, instructor, etc.):

Espionage - Foreign Intelligence Squad

B. Specify employee's most noteworthy special talents (such as investigator, desk man, research, instructor, speaker):

Investigator - Chinese speaking (Toyshan)

- C. (1) Is employee available for general assignment wherever needs of service require? yes (If answer is not "yes," explain in narrative comments.)
(2) Is employee available for special assignment wherever needs of service require? yes (If answer is not "yes," explain in narrative comments.)

D. 1. Has employee had an abnormal sick leave record during rating period? no 2. Has employee used more sick leave (including annual leave or LWOP for illness) during rating period than the amount of sick leave earned during such period? no (If answer to either question is "yes," explain in narrative comments.)

E. Is employee qualified to operate a motor vehicle incidental to his official duties? ☒ Yes ☐ No
If answer is "yes," personnel file must reflect the following: (a) Has valid State or local operator's license for type vehicle he is to use.
(b) Is physically fit to drive. (c) Past safe driving record OK or has passed Bureau road test.

ADJECTIVE RATING: Excellent
Outstanding, Excellent, Satisfactory, Unsatisfactory

EMPLOYEE'S INITIALS JMF

NARRATIVE COMMENTS

1. PERSONAL APPEARANCE AND PERSONALITY:

SA FOX dresses in a neat and conservative manner and makes an excellent personal appearance. He has a friendly personality, a calm, pleasant manner and is very effective in his personal contacts.

2. ABILITY TO PARTICIPATE IN RAIDS AND DANGEROUS ASSIGNMENTS:

He is qualified, without limitation, and has performed dangerous assignments during the rating period in a satisfactory manner.

3. LIMITATIONS ON AVAILABILITY; PHYSICAL LIMITATIONS AFFECTING PERFORMANCE; AND SICK LEAVE INFORMATION:

He is completely available and has no physical limitation affecting the performance of his duties.

4. TYPE OF CASES OR WORK HANDLED AND APPRAISAL OF OVER-ALL PERFORMANCE, INCLUDING ABILITY TO HANDLE COMPLICATED INVESTIGATIVE MATTERS AND SUPERVISION REQUIRED:

From April 1, 1965, to May 26, 1965, SA FOX was in attendance at the Defense Language Institute, Monterey, California, pursuing a course of instruction in the Chinese - Toyshan Language. While so assigned he demonstrated an excellent attitude. Upon completion of this course of instruction, he was assigned to the Chicago Division. Since June, 1965, he has been assigned to the Espionage - Foreign Intelligence Squad where the preponderance of his assignments have been in the Chinese field. He has also handled assignments in the Dominican and Soviet-bloc fields. SA FOX has demonstrated intelligence, perception and aptitude in the handling of his assignments as well as an increasing competence. His overall performance is well above the average to be expected of an agent of his experience and the amount of supervision required is considerably less than average. He has also shown an aptitude for handling complicated investigative matters in this field which should continue to increase. His overall attitude toward his work is outstanding and he handles his assignments with diligence and enthusiasm.

SA FOX has demonstrated a positive appreciation of his responsibilities in applicant recruitment and has made several effective contacts designed to advance this program.


Initials

5. NUMBER OF INCENTIVE AWARDS AND COMMENDATIONS RECEIVED:

N. A.

6. DISCIPLINARY ACTION AND JUSTIFICATION FOR ANY UNSATISFACTORY ITEMS:
(List items taken into consideration on rating guide and check list.)

N. A.

7. PARTICIPATION IN INFORMANT PROGRAMS: SA FOX has been involved in the contact and development of several sources of information [redacted]. He has also participated as an alternate agent in the development of a security informant [redacted]. He is presently acting as alternate contact agent in another potential security informant matter [redacted]

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8. TESTIFYING EXPERIENCE AND ABILITY: [redacted]

During the rating period, SA FOX has not had occasion to testify, however, he has testified in a satisfactory manner in federal court in the past.

9. ACCOUNTING INFORMATION:

N. A.

10. POLICE INSTRUCTION:

N. A.

11. RESIDENT AGENTS:

N. A.


Initials

12. EXPERIENCE AND ABILITY AS INSPECTOR'S AIDE:

N. A.

13. FOREIGN LANGUAGE ABILITY:

Language in which proficient Chinese - Toyshan

Completed language school ☒ Yes ☐ No

Fluent in Chinese-Toyshan language to extent Agent can handle typical investigative problems as follows: (1) Conversation form ☒ Yes ☐ No

(2) Written form ☒ Yes ☐ No

Evaluate language proficiency in each phase as excellent, very good, good, fair or unsatisfactory

<u>Language</u>	<u>Read</u>	<u>Write</u>	<u>Speak</u>	<u>Understand</u>
<u>Chinese - Toyshan</u>	<u>Fair</u>	<u>Fair</u>	<u>Good</u>	<u>Good</u>

Frequency Chinese-Toyshan language ability used during rating period: several times a week

Frequency of use of Chinese-Toyshan language ability anticipated during ensuing year: several times a week

14. ADMINISTRATIVE ADVANCEMENT:

- (a) Agent is interested in administrative advancement. ☒ Yes ☐ No
- (b) Agent is completely available for administrative advancement. ☒ Yes ☐ No
- (c) Agent is considered completely qualified at present for administrative advancement, including experience, ability, personality and appearance. ☐ Yes ☒ No
- (d) If answer to (c) is "Yes," Agent's qualifications are considered
☐ very good ☐ excellent ☐ outstanding
- (e) If answer to (c) is "No," is Agent considered to have potential for future administrative advancement? (If applicable, explanatory comments required.) ☒ Yes ☐ No

From the manner in which SA FOX administers his own cases and the limited opportunity he has been afforded for administrative training, it is felt that he demonstrates a potential for administrative advancement, dependent upon the acquisition of additional field investigative experience.

TF
Initials

April 4, 1966

Local Board Number 103
Selective Service System
1563 Ellinwood Street
Des Plaines, Illinois 60016

Gentlemen:

Your Board has previously furnished this Bureau a Classification Advice showing that Mr. James Monroe Fox, Selective Service Number 11 103 37 453, would be continued in II-A classification until May, 1966.

Mr. Fox is still employed as a Special Agent. However, he has advised [redacted]

[redacted]. In view of this, your Board might wish to classify him in III-A. If not, it is requested that he be retained in II-A.

Your cooperation in this matter is indeed appreciated.

Very truly yours,

REC-131

2 APR 5 1966

John Edgar Hoover
Director

1 - SAC, Chicago - Follow closely and advise Bureau promptly if there is a change in SA Fox' classification.

(4)

NOTE: Address taken from Classification Advice in file. Bureau name is James M. Fox.

MAIL ROOM ☐ TELETYPE UNIT ☐

b6
b7C

b6
b7C

Tolson _____
DeLoach _____
Mohr _____
Wick _____
Casper _____
Callahan _____
Conrad _____
Felt _____
Gale _____
Rosen _____
Sullivan _____
Tavel _____
Trotter _____
Tele. Room _____
Holmes _____
Gandy _____



**UNITED STATES DEPARTMENT OF JUSTICE
FEDERAL BUREAU OF INVESTIGATION**

*In Reply, Please Refer to
File No.*

Director
Federal Bureau of Investigation
United States Department of Justice
Washington, D. C. 20535

Dear Sir:

For inclusion in the fund to be paid to the designated beneficiary of any Special Agent of the FBI who has previously contributed to this fund and who dies from any cause except self-destruction while employed as a Special Agent, I am forwarding herewith (by Check - Money Order) the sum of \$10, payable to S.A.I.F., to be included in said fund. Payment will be made for death by self-destruction after the Agent has been a member of the fund for a continuous period of two years. It is understood and agreed that the sum tendered herewith is a voluntary, gratuitous contribution to said fund which I understand is to be administered in the following manner.

The Director of the FBI will appoint a committee which shall consider all matters pertaining to the acquisition, safe keeping and expending of said fund, which committee will recommend appropriate action to the Director in pertinent matters. The Assistant Director of the Administrative Division of the FBI shall receive all contributions and account for same to the Director. Upon the death of any Special Agent who is a member of said fund the appointed committee will consider the case and submit a recommendation to the Director as to its conclusions. Appropriate instructions will then be issued to the Assistant Director of the Administrative Division, directing him to pay to the designated beneficiary the sum of \$10,000. The liability of the fund shall not under any circumstances exceed the amount of monies in the fund at the time any liability shall occur.

EXECUTE IN DUPLICATE AND SUBMIT BOTH COPIES TO THE BUREAU

Official Bureau Name (please type or print)	Date	Office of Assignment (or SOG Division)
SA JAMES M. FOX	12/21/65	CHICAGO

The following person is designated as my beneficiary for Special Agents Insurance Fund:

Name (primary beneficiary; use given first name if female)	Relationship
[Redacted]	[Redacted]

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Name (contingent beneficiary, if desired; use given first name if female)	Relationship
ESTATE	

Address
[Redacted]

Do you desire to designate the above-listed beneficiaries as the beneficiary and contingent beneficiary respectively of the Chas. S. Ross Fund as well? ☒ Yes ☐ No If not, the entire following portion must be executed.

The following person is designated as my beneficiary under the Chas. S. Ross Fund providing \$1500 death benefit to beneficiary of agents killed in the line of duty, other than travel accidents.

Name (primary beneficiary; use given first name if female)	Relationship

Address

Name (contingent beneficiary, if desired; use given first name if female)	Relationship

Address

Payment Received
Special Agents Insurance Fund

JAN 6 1966

J. Edgar Hoover, Director

Very truly yours,

James M. Fox
Special Agent

137

3-ecf

SAC, Chicago

November 23, 1965

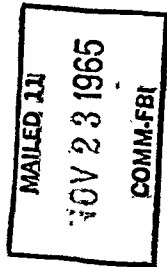
Director, FBI

James M. Fox
SPECIAL AGENT

The above-captioned Special Agent attended the following training course(s):

In-Service: from 11/8/65 to 11/19/65☐ Criminal☐ Accounting☒ Security☐ Expert Firearms-Defensive Tactics☒ Basic☐ Advanced☐ _____

The firearms scores should be entered on the individual field firearms training record (FD-40). The following grades were attained.



Notebook _____	G
Examination _____	93
Shotgun Course #2 _____	19/25
Rifle _____	83
Machine Gun _____	84

Specialized Training:

	From	To
Admin. Firearms: _____	_____	_____
_____ :	_____	_____

Tolson _____
 Belmont _____
 Mohr _____
 DeLoach _____
 Casper _____
 Callahan _____
 Conrad _____
 Evans _____
 Gale _____
 Rosen _____
 Sullivan _____
 Tavel _____
 Trotter _____
 Tele. Room _____
 Holmes _____
 Gandy _____

JAMES M. FOX
CHICAGO

(3)

MAIL ROOM ☒TELETYPE UNIT ☐b6
b7c

Torrey, Mary M. 5/64-5/65

A 35 C 39
B D 13

1. NAME POX JAMES M.
(LAST) (FIRST) (MIDDLE)
2. INSTALL C/H/CA60
3. DATE 11/12/65
4. TEST LAT-2
5. 5/22/65

PRACTICE			
P1	A	B	C
P2	A	B	C
P3	A	B	C
P4	A	B	C
P5	A	B	C
P6	A	B	C
P7	A	B	C
P8	A	B	C
P9	A	B	C
P10	A	B	C

score: 35

TEST

1	A	B	C	31	A	B	C	61	A	B	C	91	A	B	C
2	A	B	C	32	A	B	C	62	A	B	C	92	A	B	C
3	A	B	C	33	A	B	C	63	A	B	C	93	A	B	C
4	A	B	C	34	A	B	C	64	A	B	C	94	A	B	C
5	A	B	C	35	A	B	C	65	A	B	C	95	A	B	C
6	A	B	C	36	A	B	C	66	A	B	C	96	A	B	C
7	A	B	C	37	A	B	C	67	A	B	C	97	A	B	C
8	A	B	C	38	A	B	C	68	A	B	C	98	A	B	C
9	A	B	C	39	A	B	C	69	A	B	C	99	A	B	C
10	A	B	C	40	A	B	C	70	A	B	C	100	A	B	C
11	A	B	C	41	A	B	C	71	A	B	C	101	A	B	C
12	A	B	C	42	A	B	C	72	A	B	C	102	A	B	C
13	A	B	C	43	A	B	C	73	A	B	C	103	A	B	C
14	A	B	C	44	A	B	C	74	A	B	C	104	A	B	C
15	A	B	C	45	A	B	C	75	A	B	C	105	A	B	C

ARMY STANDARD ANSWER SHEET

16	A	B	C	46	A	B	C	76	A	B	C	106	A	B	C
17	A	B	C	47	A	B	C	77	A	B	C	107	A	B	C
18	A	B	C	48	A	B	C	78	A	B	C	108	A	B	C
19	A	B	C	49	A	B	C	79	A	B	C	109	A	B	C
20	A	B	C	50	A	B	C	80	A	B	C	110	A	B	C
21	A	B	C	51	A	B	C	81	A	B	C	111	A	B	C
22	A	B	C	52	A	B	C	82	A	B	C	112	A	B	C
23	A	B	C	53	A	B	C	83	A	B	C	113	A	B	C
24	A	B	C	54	A	B	C	84	A	B	C	114	A	B	C
25	A	B	C	55	A	B	C	85	A	B	C	115	A	B	C
26	A	B	C	56	A	B	C	86	A	B	C	116	A	B	C
27	A	B	C	57	A	B	C	87	A	B	C	117	A	B	C
28	A	B	C	58	A	B	C	88	A	B	C	118	A	B	C
29	A	B	C	59	A	B	C	89	A	B	C	119	A	B	C
30	A	B	C	60	A	B	C	90	A	B	C	120	A	B	C

67-NOT RECORDED
I NOV 16 1965

September 28, 1965

Mr. James M. Fox
Federal Bureau of Investigation
Chicago, Illinois

SEP 28 3 36 PM '65
REC'D-READING ROOM
FBI

Dear Mr. Fox:

On this happy occasion, I want to extend
to [redacted] and to you my congratulations upon
the arrival of [redacted]

b6
b7C

It is my heartfelt wish that [redacted]
[redacted] life will be blessed with joy and good health.

Sincerely,

J. Edgar Hoover

1 - SAC, Chicago (Personal Attention)
1 - Out of Service File of [redacted]

b6
b7C

67-592577

5)

MAILED

SEP 28 1965

COMM-FBI

Tolson _____
Belmont _____
Mohr _____
DeLoach _____
Casper _____
Callahan _____
Conrad _____
Felt _____
Gale _____
Rosen _____
Sullivan _____
Tavel _____
Trotter _____
Tele. Room _____
Holmes _____
Gandy _____

NOT RECORDED
9 SEP 29 1965

MAIL ROOM ☐ TELETYPE UNIT ☐

SEP 28 1965

SEP

SECTION

UNITED STATES GOVERNMENT

Memorandum

TO : Director, FBI

DATE: 9/22/65

FROM : SAC, CHICAGO

SUBJECT: JAMES M. FOX *n. stop in n. b. - permanent*
(Employee's present payroll name)

CHICAGO *C.C. SA*
(Division)

PAYROLL NAME (List as desired on payroll)

ADDRESS AND PHONE CHANGE

Present phone number (city)

☐ FD-310 enclosed

Local address (Number Street City State)

NOTE (The following must be executed in reporting BIRTHS or CHANGES IN MARITAL STATUS.)

Has spouse ever been an employee of the Bureau or an applicant for Bureau employment?

1. ☐ No 2. ☒ Yes ☐ Present ☒ Former ☐ Applicant

MARITAL STATUS

Married to - Show full (maiden) name of spouse

Date and place of marriage

Data re spouse

Birth date

Birthplace

Legal Residence

Occupation

Office indices re spouse and relatives (use Addendum, if necessary)

Credit and arrest records re spouse (use Addendum, if necessary)

FD-292 enclosed 1. ☐ Yes 2. ☐ No Date it will be submitted

FD-310 enclosed 1. ☐ Yes 2. ☐ No Date it will be submitted

Name, address, and telephone number of person to be notified in case of emergency

BIRTHS

Girl named

Boy named

Born on

Birthplace

To employee and (Name of spouse)

JAMES M.

FOX

Enc.

(1)

lots. of cong. 9-28

NOT RECORDED

THREE

UNITED STATES GOVERNMENT

Memorandum

TO : DIRECTOR, FBI

DATE: 8/4/65

FROM : SAC, CHICAGO (66-4813)

SUBJECT: SA JAMES M. FOX
UTILIZATION OF LANGUAGE ABILITY

SA FOX arrived in Chicago on transfer from Monterey, California, on June 7, 1965, having completed a course of instruction in the Chinese - Toyshan Language at the Defense Language Institute, Monterey, on May 26, 1965. He is currently assigned to the Espionage - Foreign Intelligence Squad where his assignments have been almost exclusively in the Chinese field.

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b7E

These contacts and other interviews in connection with his investigations have provided him with the opportunity to use his Chinese speaking ability several times each week. It is anticipated that this frequency of usage will be maintained during the coming year.

- ② - Bureau (RM)
- 2 - Chicago
- 1 - Personnel File SA FOX

(4)

REC-145

67-542577-53	
Searched	Numbered
7 AUG 11 1965	

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b7C

2 AUG 16 1965 147

7-111111

NOT RECORDED
9 JUL 22 1965

7/